

IMPACT EVALUATION:

**REINSERTION OF
EX-COMBATANTS IN
EL SALVADOR**

FINAL REPORT

Prepared by:

CREATIVE ASSOCIATES INTERNATIONAL, INC.

Prepared for:

**US AGENCY FOR INTERNATIONAL DEVELOPMENT
NATIONAL RECONSTRUCTION SECRETARIAT**

February 1996



CREATIVE ASSOCIATES INTERNATIONAL, INC.

IMPACT EVALUATION:
REINSERTION OF EX-COMBATANTS
IN EL SALVADOR

FINAL REPORT

FINAL DRAFT

FEBRUARY 1996



Table of Contents

I. Executive Summary

II. The Impact Evaluation

A. The Scope of Work	II:1
B. Methodology	II:1
1. <i>Measuring Reinsertion</i>	II:2
2. <i>Findings Based on Data: The Reinsertion Sample</i>	II:2
3. <i>Defining and Validating the Reinsertion Index</i>	II:3

III. Findings

A. Introduction	III:1
B. Individual Benefit Packages	III:2
1. <i>Agricultural Toolkits</i>	III:2
2. <i>Household Effects</i>	III:3
3. <i>Non-NRP Benefits</i>	III:4
4. <i>Vocational Counseling/Benefits Information</i>	III:4
5. <i>Training</i>	III:5
6. <i>Scholarships</i>	III:5
7. <i>Severance Payments</i>	III:6
C. Reinsertion Programming as a Whole	III:7
D. The Impact of Reinsertion Programming	III:10

IV. Lessons Learned

A. Factors Associated with Reinsertion	IV:1
B. Design of Reinsertion Programming	IV:8
C. Implementation and Management	IV:9



D. Impact of Reinsertion Programming.....	IV:9
V. Recommendations	
A. Design of Reinsertion Programming	V:1
B. Management and Implementation	V:3
 VI. Appendices	
1. <i>Scope of Work</i>	1:1
2. <i>Glossary</i>	2:1
3. <i>Meetings</i>	3:1
4. <i>Bibliography Consulted</i>	4:1
5. <i>Description and Chronology of Demobilization and Reintegration Activities</i>	5:1
6. <i>Examples of Reinsertion Activities</i>	6:1
7. <i>Approach, Methodology and Team Composition</i>	7:1
8. <i>Workplan</i>	8:1
9. <i>The Sample</i>	9:1
10. <i>Statistical Tabulations</i>	10:1
11. <i>Group Summaries</i>	11:1
12. <i>Evaluation Instruments</i>	12:1
13. <i>Cases</i>	13:1

I. Executive Summary

This report presents findings, lessons learned and recommendations on the reintegration to date of ex-combatants in El Salvador. These findings are based on data gathered by Creative Associates International, Inc. (CAII) during the period August through November 1995.

Since the Chapultepec Peace Accords were signed on January 16, 1992, a number of programs and services have been implemented to support the social and economic reintegration of the El Salvador's ex-combatant population. The United States Agency for International Development (USAID) has been a major contributor in this effort. The USAID Mission to El Salvador developed a hierarchy of strategic objectives that includes specific goals in assisting El Salvador to make the transition from war to peace (Strategic Objective #1).

As these initial reinsertion activities draw to a close, USAID and CAII are presented with the opportunity to assess the impact of these activities on the target populations and to assess lessons learned in designing and implementing reintegration programs that could serve to inform programming in other countries and regions in transition from war to peace. Furthermore, an assessment of the impact of initial reinsertion activities will contribute directly to the performance indicators associated with this objective's goals in reintegrating ex-combatants (Program Outcome #1.4).

Reintegration programming in El Salvador has been implemented through numerous agencies. CAII holds a contract with USAID in this endeavor. This report is therefore not an external evaluation. Rather, it is a review of the impact of reinsertion activities to date and of the changes in demobilized soldiers and their communities that can be attributed to these activities. This review was implemented as a part of CAII's existing contract 519-0394-A-3053-00 for reintegration support to National Police demobilized.

CAII is in a position to provide this analysis for several reasons. First, CAII participated in implementing reinsertion programming in El Salvador and is therefore fully familiar with the field in El Salvador. Second, CAII's full-time Division of Communities in Transition offers unusual expertise in the area of reintegration programming. Third, CAII has another division, Analysis and Information Management, that USAID and others turn to for state-of-the-art analyses of impact. We drew on in-house expertise in this areas of emphasis to perform the present analysis.

The team collected data in El Salvador from August to December 1995, seeking to determine the extent to which programming has been successful in reintegrating the demobilized. The team devised a methodology and evaluation instruments to learn the opinions of the full range of stakeholders in El Salvador's reintegration effort. The team met with representatives from government, donors, international organizations, implementing organizations, and veterans associations. In addition, the team met with civilians as well as demobilized soldiers from all demobilized groups to gain a picture of

reinsertion in El Salvador. The team also examined secondary sources, performing a thorough review of project documentation. Full details on the methodology devised for data collection are supplied in an appendix to this document.

The evaluation's scope of work called for the team to assess social and economic reinsertion. We accordingly devised a methodology to evaluate reinsertion according to:

- Social factors associated with reinsertion: increased community participation, enhanced civic interest and participation, improved sense of self, and enhanced civilian social skills;
- Economic factors associated with reinsertion: increased income and vision for economic future.

We measured reinsertion according to three yardsticks:

- A *subjective* measurement whereby we asked ex-combatants to assess their own level of reinsertion;
- An *objective* measurement through a reinsertion index, a statistical framework we developed to gauge reinsertion according to these social and economic indicators;
- An assessment of reinsertion among two *control groups* to compare ex-combatants' reinsertion first to civilians as well as to ex-combatants who did not participate in reinsertion programming, and second, to National Police demobilized.

The team's findings can be summarized as follows.

- Ex-combatants are reintegrated according to subject and objective measurements.
 - Four out of five respondents in our sample judge themselves to be reintegrated.
 - The reinsertion median for all groups who received benefits falls within the same range as civilians, the standard for reinsertion;
 - The sole group which are not reintegrated according to our index are veterans who received no benefits.
- Respondents value civil options, skills development and taking advantage of benefits as principal contributors to reintegration.
- The more respondents consider themselves reintegrated, the higher the value they place on civil options and skills development, as opposed to demanding rights or reliance on benefits programming.
- Ex-combatants are increasingly involved in their communities, a key indicator of social reinsertion:

- Ex-combatants believe that reinsertion programming was highly important in their reintegration.
- Ex-combatants feel they played a key role in selecting their benefits.
- Ex-combatants believe the international community is responsible for the availability of their benefits.
- No group was fully satisfied with the menu of available reinsertion programming options.
- Ex-combatants generally feel their benefits were appropriate and useful to their reinsertion.

We offer the following lessons learned from reinsertion programming in El Salvador.

- ◇ There was tremendous local and international financial support for reinsertion programming for El Salvador's demobilized.
- ◇ Much has been done to support the war-to-peace transition in El Salvador, much of it geared specifically for ex-combatants.
- ◇ Reinsertion programming offered broad coverage to those who served in the 12 years of conflict with varied menu of support choices.
- ◇ Reinsertion occurs along a continuum — reinsertion is a change, a change in status, in behavior, in self-definition.
- ◇ The number of benefits accessed by the beneficiary has no direct impact on reinsertion, but at the same time, beneficiaries of programs tend to value what they received as well as benefits that are complementary
- ◇ Period of military service has no direct correlation with level of reinsertion.
- ◇ Levels of formal education have a slight impact on ex-combatants' degree of reinsertion. Reinsertion programming masks the educational requirements for civilian performance.
- ◇ Income is the single most important factor in successful reinsertion.
- ◇ The benefit tracks were able to accommodate many but not all ex-combatants — the tens of thousands of demobilized represented too large and varied a population to be accommodated in full by three discrete tracks of benefits.

- ◇ Practitioners and ex-combatants did not understand reinsertion in the same way.
- ◇ The ex-combatants do not recognize the sizable role the Government of El Salvador played in creating and delivering their reinsertion benefits.
- ◇ Reinsertion programming may have crossed the efficiency curve whereby benefits no longer outweigh costs.
- ◇ The impact of programming begins with design — specific impacts should be planned and defined up front in order for programming to be specifically geared to fulfilling those goals.

We offer the following recommendations.

- ⇒ Reinsertion goals and scope should be clearly defined at the outset.
- ⇒ Reinsertion programming should model civilian life.
- ⇒ Reinsertion programming should stress performance.
- ⇒ Policy-makers and program designers should know the target populations and their needs thoroughly before designing reinsertion programs.
- ⇒ Identification of barriers to reinsertion should be studied and specifically addressed in reinsertion programming.
- ⇒ Benefit tracks should be flexible and allow the demobilized to change options.
- ⇒ Reinsertion programming should be specifically linked to opportunities for income generation.
- ⇒ Reinsertion programming should include training in decision-making.
- ⇒ Equity in reinsertion programming should be addressed by guaranteeing equal value of benefits, which is not the same as equal benefits for all populations.
- ⇒ Wherever possible, reinsertion programming should be structured to reward superior performance.
- ⇒ Reinsertion programming should be demand-driven.
- ⇒ Counseling to support ex-combatants in developing realistic expectations should be an integral feature of reinsertion programming.

This report is structured for ease of readership.

- *Section II: The Impact Evaluation* summarizes our scope of work, methodology, and reinsertion index.
- *Section III: Findings* summarizes our findings, organized to show findings concerning individual benefit packages, findings associated with reinsertion programming, and findings about the impact of reinsertion programming in El Salvador.
- *Section IV: Lessons Learned* offers the conclusions we derive about the design, implementation, management and impact of reinsertion programming to date.
- *Section V: Recommendations* summarizes our suggestions.
- *Section VI: Appendices* include our scope of work, our approach and methodology, sample, statistics, evaluation instruments, a glossary of terms, bibliography of documents reviewed, list of meetings, a chronology of reintegration in El Salvador, and concludes with case studies of four individuals and their reintegration process.

II. The Impact Evaluation

This report summarizes an evaluation conducted in August-December 1995 by Creative Associates International, Inc. This evaluation was performed as part of the ongoing 519-0394-A-3053-00 project contracted to CAII for the reintegration of National Police demobilized personnel. CAII drew on in-house expertise in reinsertion programming and in impact evaluation to fulfill this scope of work.

A. The Scope of Work

The scope of work the USAID Mission to El Salvador approved on August 23, 1995 called for "an evaluation of the socio-economic impact of the Government of El Salvador's initial reinsertion activities."

We proposed a four-phased workplan to execute this scope of work:

- 1) Devise the methodology for the evaluation — August 1995;
- 2) Collect and analyze data from 1,000 persons — September-November 1995;
- 3) Hold focus groups to garner qualitative data — November-December 1995;
- 4) Finalize the impact evaluation — December-January 1995.

B. Methodology

The evaluation findings in this report are driven solely by data.

- We relied on **quantitative** data obtained directly from beneficiaries and control groups.
- We supplemented our quantitative data with **qualitative** data obtained through targeted focus groups.

This section outlines how we defined the "socio-economic impact of initial reinsertion programming" as called for in our scope of work. We describe the means we developed to measure this social and economic reinsertion as well as our sampling and statistical procedures. Further details on our approach and methodology will be found in an appendix.

1. Measuring Reinsertion

We measured reinsertion according to three yardsticks.

1. **Objective** assessment — we developed a reinsertion index to compare social and economic reintegration of ex-combatants and civilians based on factors independent of ex-combatants' own perceptions;
2. **Subjective** assessment — we measured ex-combatants' perceptions of their own reinsertion;
3. We compared the reinsertion level of ex-combatants to **civilians** — by definition the standard for reinsertion.

2. Findings Based on Data: The Reinsertion Sample

We took a number of steps to ensure that all populations participating in the Government of El Salvador's initial reinsertion programming were incorporated into our interviews.

- ◆ We used a stratified random sample to ensure that all populations who participated in reinsertion programming were incorporated;
- ◆ We defined and interviewed two sets of control groups:
 - Civilians plus veterans who did not receive benefits;
 - National Police demobilized ("NP-I").
- ◆ We devised a training program for our interviewers to assure that data were collected in a standardized manner;
- ◆ The same questionnaire was administered to ex-combatants and to our control groups to assure comparability of responses;
- ◆ Our questionnaire asked 114 open and closed questions;
- ◆ We developed a database to cross-tabulate responses;
- ◆ More than 212,000 data elements were ultimately analyzed to serve as the basis for these findings;
- ◆ We administered a second evaluation instrument to donors and implementers reinsertion programming.

Our random stratified sample included beneficiaries of the full range of demobilization benefits offered, with emphasis on initial reinsertion activities.

- ◆ 1008 people were interviewed;
- ◆ Respondents represented all populations targeted by reinsertion benefit programming:
 - 305 FMLN, including F-600 and F-850 — 30 percent of sample;
 - 412 ESAF — 41 percent
 - 47 NP special cases (NP-II) — 5 percent
 - 94 NP-I (control group) — 9 percent
 - 150 civilians (control group) — 15 percent of sample.
- ◆ Over four fifths of our respondents were male (83 percent);
 - ◆ A fifth of our respondents were female (17 percent);
 - Most of the female respondents were from the FMLN (86 out of 174, or 49 percent of female respondents);
 - An additional 51 female respondents (29 percent of female respondents) were civilians.
- ◆ Highest benefit representation in our sample was in agricultural toolkits (49 percent of cases), followed by training (42 percent), severance payments (38 percent), scholarships (30 percent), agricultural credit (27 percent), household effects packages and land transfer/credit (26 percent each).

Additional details on our sampling techniques are supplied in an appendix to this report.

3. Defining and Validating the Reinsertion Index

The reinsertion index allows observation of parameters associated with social and economic reinsertion independently of ex-combatants' perceptions of their reinsertion. As such, the reinsertion index provides a system or scale for measuring what worked and what didn't work in reinsertion programming, independently of benefits received.

The reinsertion index can be calculated for civilians as well as for ex-combatants. Civilians are of course the reference model against which reinsertion is assessed. As a comparative index, then, the reinsertion index is a meaningful measurement that allows comparison of ex-combatants to civilians in the areas of social and economic integration described previously.

We took the following steps to develop the reinsertion index:



- ◆ We used the range of factors associated with social and economic reinsertion;
- ◆ Since these factors were assessed on differing scales, we leveled these measurements to end up with a scale running from 0 to 140;
- ◆ We validated the reinsertion index against the expected standard distribution using two standard statistical techniques:
- ◆ We tested the linearity of the objective reinsertion index against the subjective measurement — respondents' perception of their reinsertion level;
- ◆ We tested the reinsertion index to ensure that no parameters were masked by the index itself — in other words, to assure that all parameters contribute to the index and therefore to measuring reinsertion.

We considered the reinsertion index validated when all these tests had been successfully passed.

III. Findings

A. Introduction

The evaluation team's findings about the Government of El Salvador's initial reinsertion programming and its impact on the targeted populations fall into three categories.

- We present first our findings about the individual reinsertion programs;
- We follow with findings about the benefits package as a whole;
- We continue with findings on the impact of this programming.

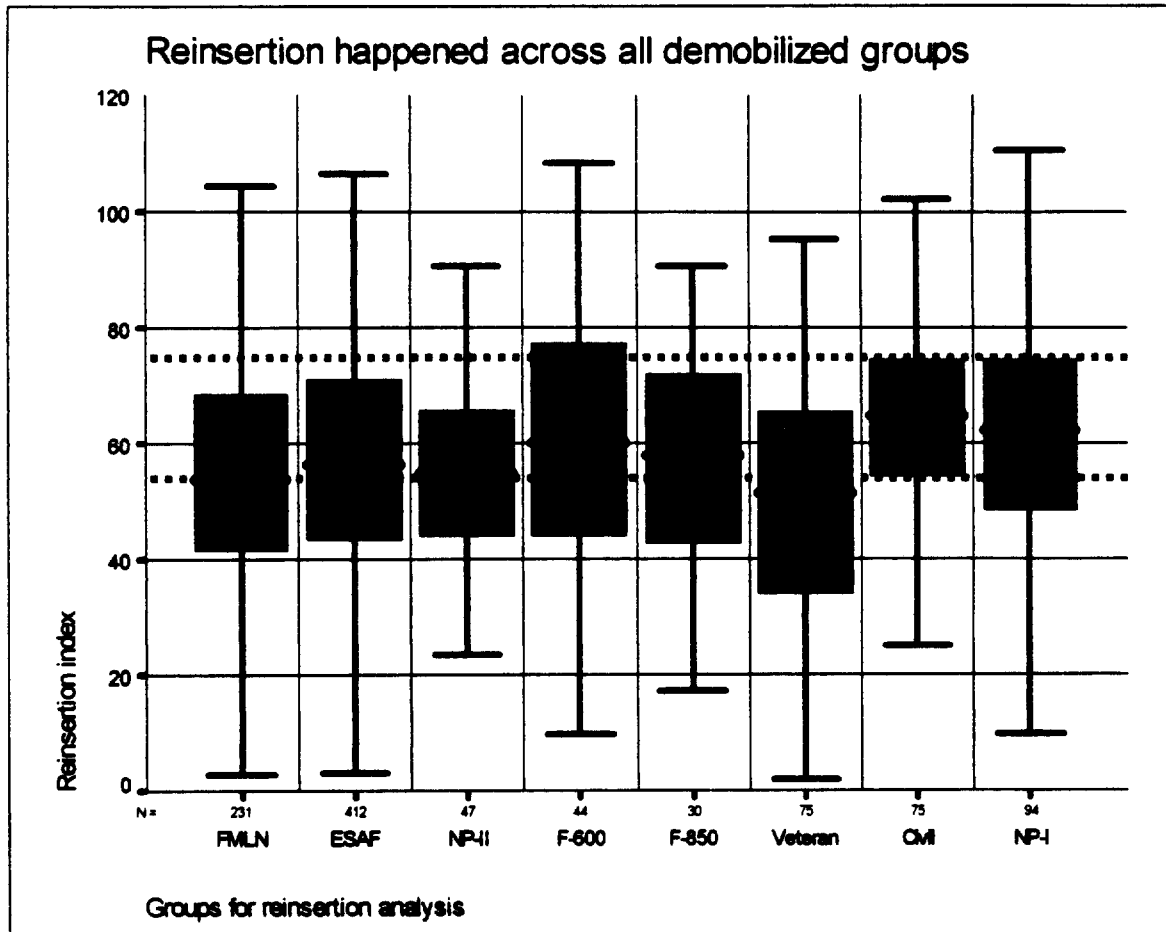
We follow our findings with lessons learned about the design, implementation and impact of reinsertion programming in El Salvador and with recommendations for future programming.

- Reintegration has taken place according to both yardsticks:
 - Four out of five ex-combatants judge themselves to be reintegrated (80 percent of respondents according to our subjective measurement);
 - The reinsertion median for all groups who received benefits falls within the same range as civilians — the standard for reinsertion — according to our reinsertion index;
 - The sole group in our sample which cannot be called reintegrated according to our reinsertion index are veterans who did not receive benefits — although individuals within this group are reintegrated, the group as a whole is not.

The following graph demonstrates successful reinsertion across all demobilized groups according to the reinsertion index:

- Each group from the sample is represented:
 - Ex-combatants: FMLN, ESAF, NP-II, F-600, F-850, NP-I;
 - Control groups: Civilians, Veterans (those who did not receive benefits);
- The range for each group is shown as the black lines for each population:
 - F-600 and NP-I show the highest individual reinsertion levels;
 - NP-II shows the least range in individual reinsertion levels;
- The red boxplots show the reinsertion dispersion for each population — these red rectangles depict the concentration of each population that falls between 25 percent and 75 percent of all cases within each population;
- The blue horizontal lines within each population's reinsertion dispersion show the median for each population — the point at which half of the sample falls above and half below;
- The reinsertion level of the civilian population as a whole is shown by the red band for Civilians and is marked by the horizontal dotted green lines — this band shows "reinsertion" since civilians are reinserted by definition;
- An individual can be described as reinserted if his personal reinsertion index falls within the band defined as reinserted, meaning the band for civilians, shown by the horizontal dotted green lines;

- A population can be described as reinserted if the median for that population — the blue line — falls within the band defined as reinserted;
- This graph shows that all populations are reinserted except for veterans (ex-combatants who did not receive any benefits).



B. Individual Benefit Packages

1. Agricultural Toolkits

- The agricultural toolkits were satisfactory
 - 67 percent still have most of the tools in the kits, three years after receipt;
 - 46 percent have used most of the tools in their kits;
 - 72 percent were satisfied with their toolkits at the time of reception;
 - Ex-combatants were satisfied with the content of their toolkits: less than one in six (only 15 percent) had to buy additional tools

- An overwhelming 91 percent felt the toolkits were useful for their activities
 - The tools were mostly used for agriculture (63 percent) and for general use (27 percent of responses); the remainder were used for construction (5 percent); a mere 4 percent claimed not to have used the tools at all
- Access to toolkits varied by target population:
 - ESAF and FMLN respondents took greatest advantage of this benefit: roughly half of ESAF and FMLN respondents received a toolkit (52 and 55 percent of respondents, respectively);
 - NP recipients benefited least from toolkits: only 12 percent of the sample received an agriculture toolkit (the NP sample was limited to beneficiaries still participating in reinsertion activities and therefore included mostly scholarships participants — 12 percent represents almost all NP demobilized opting for the agriculture sector);
 - A third of the civilians in our sample received toolkits.
 - GOES agencies utilized left over packages originally intended for distribution to ex-combatants to support war affected civilian populations participating in agriculture credit programs.

2. Household Effects

- The ex-combatants are happy with the household effects packages:
 - More than four out of five respondents (86 percent) state they were happy with the packages upon receipt;
- Recipients felt the packages were useful.
 - 89 percent stated satisfaction with the contents of the packages;
 - Less than a third would have preferred different contents — mostly building materials.
 - Almost two thirds (64 percent) remain happy with their household effects packages today
- Household effects packages were primarily used for personal and family use — a mere 3 percent used their household effects packages for gifts or to obtain cash.
- Access varied by FMLN segment:
 - 62 percent of the FMLN sample claimed receipt of household effect;
 - The FMLN-850 sample group took greatest advantage of this program, with 83 percent receiving household effects packages;
 - Responses show an irregularity: 1 ESAF respondent claims to have received a household effect package although the program was intended for FMLN groups.

3. Non-NRP Benefits

- Respondents received very few non-NRP benefits or support at demobilization:
 - A mere 7 percent of the sample accessed other benefits;
 - The FMLN-600 were the largest sample group receiving other support at demobilization — 18 percent of FMLN-600 respondents.

4. Vocational Counseling/Benefits Information

- National Police participated the most in this benefit.
 - Nearly all NP (93 percent) received vocational counseling;
 - A quarter of FMLN-600 respondents were counseled, as against only a sixth of FMLN troop respondents (27 percent of FMLN-600 as compared to 13 percent of FMLN troop respondents);
 - One sixth (15 percent) of ESAF respondents were counseled.
- Counseling and information were provided by a number of sources:
 - CREA provided close to two thirds of the counseling (60 percent);
 - ESAF accounted for another sixth of counseling (14 percent);
 - FMLN, GOES, troops and “others” represent the remaining sources of counseling — respectively 8, 5, 3 and 10 percent of counseling provided.
- Information and counseling were overwhelmingly deemed accurate and useful.
 - 81 percent of respondents felt their counseling was accurate;
 - 89 percent of respondents felt their counseling was useful;
 - Sources of counseling deemed most useful range from “Others” (95 percent of responses expressed satisfaction) to FMLN (94 percent) to CREA (92 percent);
 - Sources of counseling deemed most accurate run from FMLN (100 percent of respondents were satisfied) to “Others” (86 percent satisfied) to Troops (83 percent satisfied).
- Counseling and the provision of information had an impact on peoples’ expectations for post-conflict civilian life.
 - CREA and GOES had the most impact on changing expectations with counseling and information dissemination, with 90 percent of respondents citing a change in expectations for each of these sources of information;
 - The impact of counseling and information on expectations for post-conflict civilian life varied according to the population receiving counseling:
 - Counseling had the greatest impact on the National Police, with 90 percent of the NP sample reporting changed expectations as a result of counseling;

- The FMLN-600 was the next most affected group, with 83 percent stating changed expectations as a result of counseling.
- People now realize that counseling was more important than they thought at first.
 - 85 percent of respondents thought that counseling was helpful upon receipt;
 - 97 percent of respondents now look back and think their counseling was useful.

5. Training

- Respondents entered new fields and feel almost unanimously that they are better prepared as a result of their training:
 - 99 percent of respondents say that they are better prepared as a result of their training;
 - Close to two thirds (60 percent) say they had no or limited previous experience in their field of training.
- Training ranged from 2 months to a year under two different implementation mechanisms:
 - Four fifths of the sample underwent 4-6 month training programs under NRP implementation mechanisms;
 - The remaining fifth took 10-12 month-long programs offered by GTZ.
- All respondent groups participated in training.
 - ESAF and FMLN accounted for the lion's share of the training (44 percent and 40 percent respectively) under our sample;
 - Civilians accounted for another tenth of trainees (11 percent);
 - Even while SRN's ex-combatant programs did not allow for civilian access to training, GTZ's programs required their presence.
 - NP represented the remaining 5 percent of trainees in our sample.
- Respondents believe they need more training if living allowances are provided:
 - Almost five out of six respondents (84 percent) consider that they need more training;
 - Only 55 percent would attend training without living allowances.

6. Scholarships

- Recipients were delighted with their scholarships:
 - 82 percent of respondents expressed satisfaction with their scholarship;
 - ESAF and NP scholarship recipients were the happiest (96 percent and 88 percent expressing satisfaction, respectively);

- No groups were unhappy: the lowest levels of satisfaction were expressed by FMLN-600 and FMLN troops (64 and 63 percent were satisfied, respectively).
- All groups benefited from scholarships:
 - NP and FMLN-600 participated heavily, with 80 percent and 41 percent of respondents having obtained scholarships, respectively;
 - Other FMLN troops and ESAF showed some participation in scholarships as well, with 30 and 25 percent of respondents, respectively;
- The duration of scholarships showed 2 clusters:
 - Most scholarships were to last 5 years (65 percent);
 - A sizable group benefited from 3-year scholarships (22 percent);
 - The remaining scholarships were awarded for culmination of ongoing studies, ranging from 1 to 3 years.
- Scholarships were largely devoted to undergraduate degree programs, with another tenth going to secondary school degree programs:
 - 90 percent of scholarship beneficiaries had completed secondary school prior to obtaining their scholarships;
 - The remaining 10 percent had completed the equivalent of ninth grade and received scholarships to complete secondary school
- Scholarship beneficiaries' performance is beginning to affect their level of satisfaction:
 - 40 percent of FMLN and 15 percent of ESAF scholarship recipients are not meeting minimum academic and/or administrative program requirements;
 - This means that overall a third (34 percent) of scholarship programs will not be successfully completed;
 - Focus group data reveal that in some respondents' opinion, political considerations are affecting scholarship performance as FMLN mid-level commanders engage in political activities to the detriment of their scholarships;
 - Focus group data reveal that commitment to succeeding in a scholarship program is directly determined by whether the recipient has other options — those with limited options or who believe that employers discriminate against the demobilized tend to work harder and strive more to succeed.

7. Severance Payments

- The severance payment benefit by and large reached its target audience:
 - Three quarters of eligible respondents — ESAF and NP with over two years of service — received severance payments;
 - Severance payments averaged ₡13,000 to ₡16,000.

- Severance payments were used to cover basic needs:
 - Most recipients expected to use their severance payments to cover basic needs (48 percent) or for productive investment (39 percent);
 - Recipients ended up using their severance payments primarily to cover basic needs (61 percent of actual usage as against 48 percent expecting to use this payment in this manner).
- Severance payments are not perceived by the respondents as a solution for their reintegration.
 - Less than half (41 percent) said severance payments represented a solution for them;
 - Recipients were not disappointed: only 40 percent of qualifying respondents expected that severance payments would be a solution for reintegration before actually receiving it;
 - Only 7 percent thought severance payments were intended as temporary compensation;
 - The majority thought severance payments were offered because they were part of the terms of the peace accords (36 percent), for being combatants (28 percent) or for losing their job (28 percent).
- Opinions varied as to who should have received severance payments.
 - We asked all respondents for their opinion on who should receive severance payments;
 - Eligible populations voted for themselves (two out of three responses, as against a fifty-fifty split from non-eligible respondents);
 - Non-eligible populations overwhelmingly favored providing severance payments to the disabled, war victims and orphans — to vulnerable groups.

C. Reinsertion Programming as a Whole

- Participation in benefits varied by target populations.
 - FMLN groups participated most in household effect packages (62.3 percent of FMLN respondents), followed by agricultural toolkits (54.8 percent) and training (51.2 percent);
 - Agricultural toolkits were the most noted benefit for ESAF (51.7 percent of ESAF respondents), followed by severance payments (48.6 percent) and training and land programs (40.7 percent each other);
 - Severance payment were the most noted benefit for NP-II respondents (75 percent of respondents), with counseling and training next (14 percent and 5 percent, respectively).

- The NP-II group was beginning its reintegration program at the time of the survey. This situation accounts for low participation rate in NRP activities.
- Most of our sample did not access non-NRP benefits or opportunities, except for severance payments:
 - Only among FMLN-600 did respondents over a quarter (27 percent) have access to at least one non-NRP activity.
- The sample felt strongly that reinsertion programming was highly important.
 - Nine-tenths of the sample (90 percent) deemed reinsertion programming “important” to “highly important;”
- Different groups value different benefits:
 - The FMLN rates the most important benefits as credit lines (66 percent), training (54 percent) and scholarships (38 percent);
 - ESAF place greatest weight on credit lines (87 percent), training (43 percent) and severance payments (30 percent each);
 - NP preferred scholarships (81 percent), severance payments (47 percent) and credit lines (27 percent).
- The benefits that respondents perceived as most useful are a function of the benefits actually received:
 - Respondents who received micro-enterprise, land or agricultural credit largely felt that the credit itself (91 percent) and training (66 percent) were most useful;
 - Respondents who received scholarships overwhelmingly felt that these scholarships were the most useful benefit (98 percent of cases), with severance payments a distant second (29 percent);
 - Respondents who valued training the highest are those who received agricultural toolkits (63 percent), training itself (59 percent) and agricultural credit (39 percent).
- Respondents played key roles in selecting their benefits:
 - The National Police claims less importance for reinsertion programming than the other groups — all groups averaged more than 90 percent claiming high or very high importance for reinsertion programming except for the National Police, whose opinion was much lower (60 percent claiming high or very high importance for reinsertion programming).
- Ex-combatants attribute the availability of benefits to the contribution of the international community.
 - Over half of the respondents (58 percent) believed the international community was responsible for the existence of their benefits;

- The Government of El Salvador came a distant second, with 18 percent, or less than a fifth of responses, followed by the groups' leadership (11 percent), combatants themselves (9 percent) and "others" (4 percent).
- Ex-combatants overwhelmingly believe that the Government is responsible for delivering their benefits.
 - Nine out of ten respondents (88 percent) believe that the Government has primary responsibility for delivering benefits, with the international community a distant second, garnering a mere 6 percent of responses.
- Counseling had a noticeable impact on ex-combatant expectations surrounding the availability of benefits.
 - Although overall availability of benefits met or exceeded expectations for benefits, there was substantial variation among the target populations.
 - Overall half of respondents (52 percent) stated that their expectations for the availability of benefits were met or exceeded;
 - The most satisfied groups were NP and ESAF, with respectively 60 percent and 54 percent expressing satisfaction with the availability of benefits;
 - The least satisfied groups were the FMLN groups, with 43 percent expressing overall satisfaction with the availability of benefits;
 - NP expectations were the most realistic: the highest numbers of NP responses stated that their expectations matched the availability of benefits, pointing to the role counseling played in achieving realistic expectations.
- No group was satisfied with the menu of benefit options (variety) made available.
 - Every group placed high importance options to not available through the NRP design (employment was the most important, with other special training as second);
 - The National Police was the least dissatisfied with the array of benefits available, with 47 percent dissatisfied;
 - FMLN groups were the most dissatisfied, with 76 percent expressing dissatisfaction with the variety of benefits made available.
- Respondents by and large felt that the benefits included in the NRP design were appropriate.
 - Almost two thirds (64 percent) felt that benefits were appropriate, ranging from "fair" to "very good;"
 - The National Police were the most satisfied, with over three quarters (78 percent) finding the benefits appropriate;
 - The FMLN were the least satisfied, though over half (55 percent) expressed satisfaction;
 - The FMLN-600 were by far the most disappointed, with less than a third (32 percent) expressing satisfaction.

- Respondents felt that benefits should not end until all ex-combatants have received full benefits.
 - By far the largest group (over half of responses, or 58 percent) said benefits should end when all ex-combatants had received benefits;
 - Distant seconds were less than a fifth (18 percent) who felt that benefits should end when other opportunities are available and less than a sixth (14 percent) who believe benefits should last until the peace accords are fulfilled.
- Ex-combatants by and large believe that benefits have been useful for reinsertion:
 - Over three quarters (76 percent) of respondents felt their benefits were of medium to high use;
 - The group members who believe their benefits were most useful towards their reinsertion are by far the NP-I, with close to nine tenths (87 percent) expressing this conviction;
 - NP-II and FMLN are the least convinced that their benefits were useful, though 61 percent of each group still believe their benefits were useful towards reinsertion.
 - Respondents state that credit lines were the most useful towards their reinsertion (73 percent of cases), followed by training (47 percent), scholarships (36 percent) and severance payments (29 percent) — note that the percentages exceed 100 percent because respondents were asked to rank-order benefits by their usefulness and could therefore appoint more than one benefit.
- Over three quarters of respondents (78 percent) played a moderate to high role in choosing their own benefits;
 - NP-I played a massive role in choosing their own benefits, with 96 percent stating that they played a moderate to high role;
 - Four out of five FMLN respondents (80 percent) played a moderate to high role in choosing their benefits — this proportion drops to 61 percent for the FMLN-600, still more than half of this group;
 - Almost three quarters (74 percent) of ESAF respondents played a moderate to high role in selecting their benefits;

D. The Impact of Reinsertion Programming

- Respondents judge themselves overall to be reintegrated.
 - Four out of five respondents (80 percent) feel themselves somewhat to highly reintegrated;
 - NP-I shows the highest perceived level of reintegration, with an impressive nine out of ten respondents (90 percent) viewing themselves as moderately to highly reintegrated;

- Other groups feel reintegrated as well, with five out of six ESAF respondents (78 percent) and less than three out of four FMLN respondents (70 percent) judging themselves moderately to highly reintegrated;
- NP-II respondents demonstrate the lowest perceived level of reintegration among all groups studied, with three out of five (59 percent) of NP-II respondents expressing moderate to high levels of reintegration — it should be noted that NP-II's reintegration programming was the last to begin, in June 1995 as compared to 1992 for ESAF and FMLN.
- Respondents' judge their decision-making capacity to be vastly improved since demobilization, a key indicator of social reinsertion into civilian life:
 - Close to three quarters of the sample (72 percent) state they are better prepared to make decisions now as compared to at demobilization time;
 - The NP-I claims the highest proportion of enhanced decision-making ability, at an impressive 95 percent;
 - More than nine out of ten FMLN-600 respondents claim an improved decision-making capacity (a striking 91 percent);
 - NP-II respondents show strong results, with 87 percent stating an improved capacity to make decisions;
 - Three out of four ESAF respondents feel their decision-making abilities have improved (76 percent).
- Respondents value civil options, skills development and taking advantage of benefits as principal contributors to reintegration.
 - The majority of respondents would advise others to engage in civil options, develop skills and take advantage of benefits (respectively 25, 24 and 20 percent of responses);
 - ESAF respondents would advise others to engage in civil options, develop skills and demand their rights (respectively 26 percent, 23 percent and 19 percent of ESAF responses);
 - FMLN respondents would advise others to demand their rights (26 percent), develop skills (24 percent) and engage in civil options (21 percent);
 - NP-I respondents value taking advantage of benefits (34 percent), developing skills (28 percent) and civil options (21 percent of responses).
- The more respondents consider themselves reintegrated, the higher the value they place on civil options and skills development, as opposed to demanding rights or reliance on benefits programming.
 - Respondents judging themselves highly reintegrated place the greatest emphasis on civil options, developing skills and demanding rights (respectively 26, 25 and 18 percent of responses);
 - Poorly reintegrated respondents — those estimating their reintegration level as "very little" — place the greatest value on taking advantage of reintegration

- benefits (27 percent), civil options (24 percent) and skills development (23 percent);
- There is a clear correlation between what respondents value and their perceived level of reintegration: a noticeable trend begins with taking advantage of reintegration benefits and moves through demanding rights and developing skills through to exercising civil opportunities, highly valued by the most reintegrated.
 - Ex-combatants are increasingly involved in their communities, a key indicator of social reinsertion:
 - The proportion of ex-combatants claiming involvement in community affairs during the war was 64 percent;
 - This proportion rises to 69 percent following the war;
 - As an example of community participation, the proportion of ex-combatants involved in sports in their communities has risen since the war: two thirds of respondents currently participate in sports (62 percent), a substantial increase over the less than half (43 percent) who participated in sports during the war;
 - Respondents are not joining community organizations in large numbers — over half (56 percent) belong to no community organizations whatsoever;
 - Civilians are the cohort with the highest membership in community organizations, with over half (59 percent) of respondents belonging to at least one organization;
 - National Police have the lowest membership in community organizations — a full 77 percent (more than three out of four NP respondents) belong to no organizations, and no NP respondent belongs to more than 3 community organizations.
 - Ex-combatants' sense of group identity shows that most respondents' closest friends are non-combatants, a key indicator of social reintegration.
 - Less than a third of the sample (29 percent) are closest to other ex-combatants;
 - Close to half of the sample (47 percent) do not count any ex-combatants among their closest friends;
 - Respondents by and large do not claim to be part of ex-combatant organizations — 86 percent say they don't belong to any ex-combatant organizations;
 - FMLN respondents show the lowest participation in ex-combatant organizations, with only one in ten (11 percent) belonging to one or two organizations, and no respondent belonging to more than two.
 - Respondents believe their community, family and personal situations have improved since the war.
 - Over three quarters of respondents (78 percent) state that their communities have improved with peace;
 - National Police respondents are the most enthusiastic about changes since the war, with more than five out of six responses (87 percent) saying their

- community is better or the same as before the war and nine out of ten (92 and 91 percent respectively) feeling their family and personal situations are better;
 - Three out of four ESAF and FMLN respondents (respectively 76 and 74 percent) feel their communities have improved;
 - Respondents have an average of 3.88 dependents, with responses ranging from 0 to 15 dependents — we have no information on numbers of dependents prior to the war and therefore cannot compare these data and assess change;
 - ESAF are more sanguine than FMLN respondents about changes in their family situations, with four out of five ESAF respondents (80 percent) saying things are better or the same as against three out of four (71 percent) for FMLN;
 - ESAF and FMLN respondents show roughly the same level of change in themselves since war time, with four fifths (80 and 78 percent, respectively) saying things are better or the same since peace;
 - Ex-combatants are more optimistic than civilians: four out of five civilians (81 percent) feel that peacetime has improved their communities, dropping to 70 percent feeling things are better or the same for their families and again to 65 percent feeling things are better or the same for themselves since peace.
- Levels of personal security have risen sharply since the war:
 - Five out of six respondents (85 percent) feel their degree of personal security is better or equal to their situation during the war, as against 66 percent stating they felt secure before the war;
 - FMLN respondents feel the most secure, with 88 percent stating their level of security is better or the same as during the war;
 - Civilians feel overwhelmingly safer: 95 percent of civilians claim their level of personal security is better or the same as before the war;
 - ESAF respondents claim the lowest increase in personal security, with 79 percent stating they feel more secure.
- Rates of participation in elections have risen steeply, a key indicator of social reintegration:
 - The proportion of respondents who voted in elections almost doubled, from 39 percent during the war to 70 percent voting in the last election;
 - More than four fifths of respondents (82 percent) say they will vote in the next election;
 - Voting was highest among civilians (47 percent during the war, rising to 82 percent in the last election);
 - FMLN showed the greatest rate of increase, rising from one third (34 percent) of eligible voters during the war to 79 percent in the last election;
 - National Police were most consistent, remaining at 37 percent during the war and during the last election.
- Respondents are optimistic about their economic future, a key indicator of economic reinsertion:

- Over two thirds of respondents (69 percent) feel their economic prospects for next year are better or the same;
 - National Police are the most optimistic, with nine out of ten (89 percent) expecting improved economic prospects for next year;
 - ESAF and FMLN respondents are optimistic as well, with 69 percent and 64 percent feeling their economic future will be better or the same next year;
 - Civilians are less optimistic than ex-combatants: 63 percent of civilians feel their economic prospects for next year will be better or the same;
 - Respondents are optimistic even though they fall into low income brackets: close to two thirds of our sample (62 percent) earn total family incomes of less than ₡1,050 per month.
- Women considered themselves more affected by than conflict than men:
 - Over three quarters of women (76 percent) consider themselves specially affected by the conflict;
 - Half of the male respondents (51 percent) consider themselves to be specially affected.

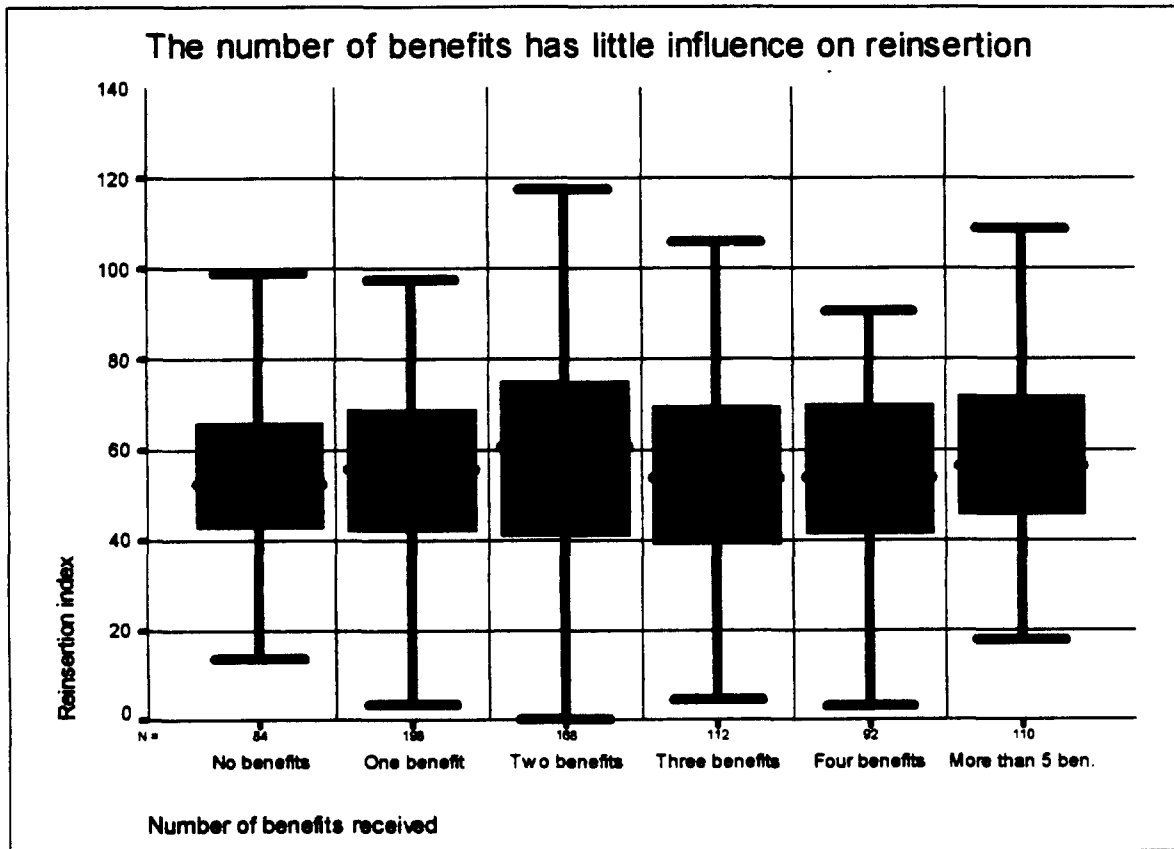
IV. Lessons Learned

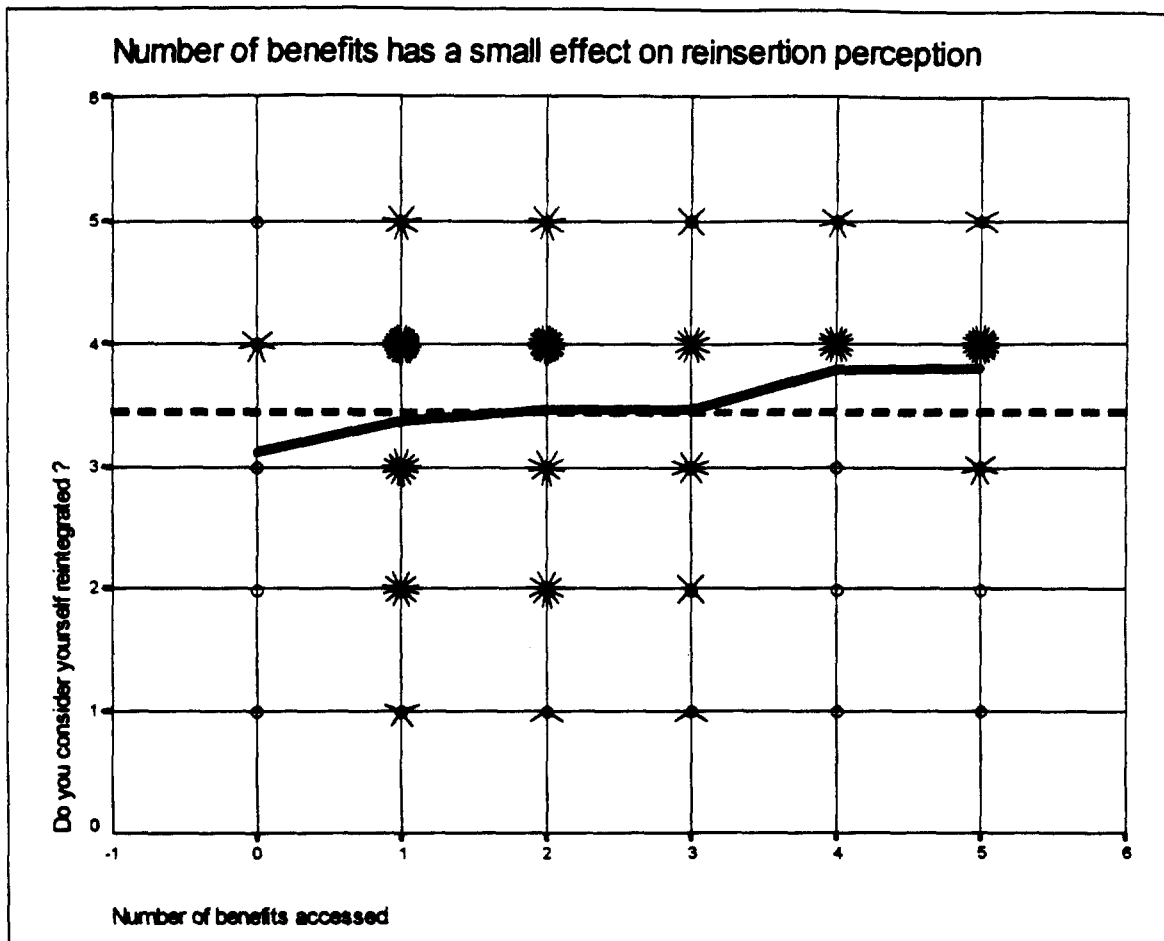
The following lessons learned derive from programming and impact findings, focus groups results and institutional interviews. A description of qualitative information gathered through focus groups and institutional interviews, along with a list of persons interviewed is provided in separate appendices.

A. Factors Associated to Reinsertion

- ◇ There was tremendous local and international financial support for reinsertion programming for El Salvador's demobilized.
- ◇ Much has been done to support the war-to-peace transition in El Salvador, much of it geared specifically for ex-combatants.
- ◇ Reinsertion programming offered broad coverage to those who served in the 12 years of conflict:
 - Virtually anyone who fired a gun during El Salvador's civil war and who was active at the time of the cease-fire was entitled to some benefits;
 - All groups were ultimately included in reinsertion programming;
 - Many received multiple benefits.
- ◇ There was a varied menu of choices for ex-combatants:
 - Ex-combatants targeted for reinsertion programming had differing profiles and needs;
 - There were three separate benefit tracks.
- ◇ Reinsertion occurs along a continuum:
 - Reinsertion is a change — in status, in behavior, in self-definition;
 - All adaptation to change is an ongoing process and requires time — moments of adaptation come and go;
 - In the case of reinsertion into civilian society, the ongoing process is one in which ex-combatants progressively become more and more civilian, and less and less ex-combatants — hence the continuum of reinsertion;
 - The experience of combat still happened; it is still in ex-combatants' memory and history — with reinsertion, however, it gradually loses importance, as the reinserted citizens begin to function and identify themselves as civilians.

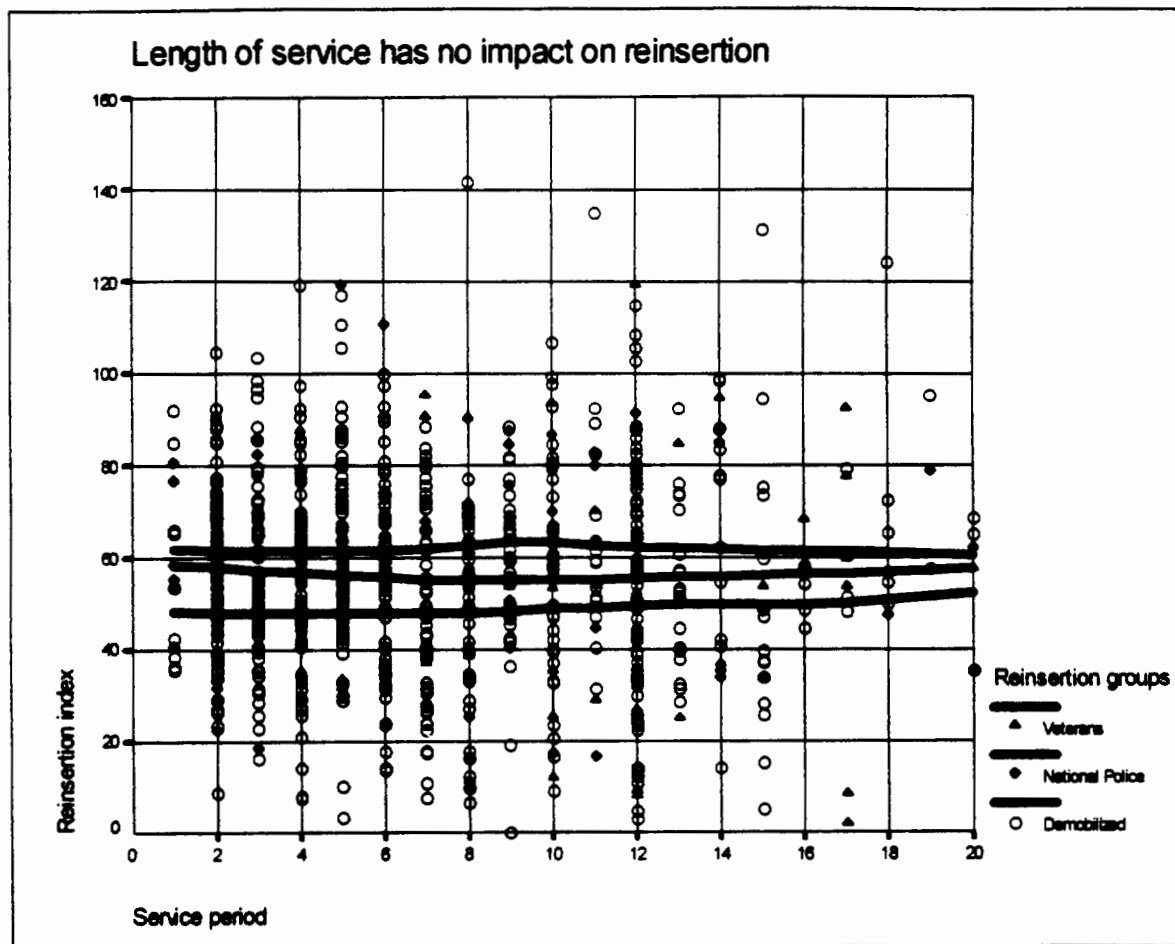
- ◇ The number of benefits accessed by the beneficiary has no direct impact on reinsertion, as illustrated in the following graphs:
- Access to reinsertion benefits as a whole can be conclusively associated with reinsertion, since all ex-combatant groups are as reinserted as civilians except veterans, who were not eligible for benefits;
 - This lesson is supported both through the reinsertion index and by ex-combatants' perceptions;
 - That the number of benefits has no impact on reinsertion implies that no particular combination of benefits has an increased impact on reinsertion;
 - This could mean that reinsertion will happen over time regardless of the combination of benefits;
 - The challenge for policy-makers and practitioners then becomes to make decisions and take programming actions that speed up or otherwise facilitate the reinsertion process.





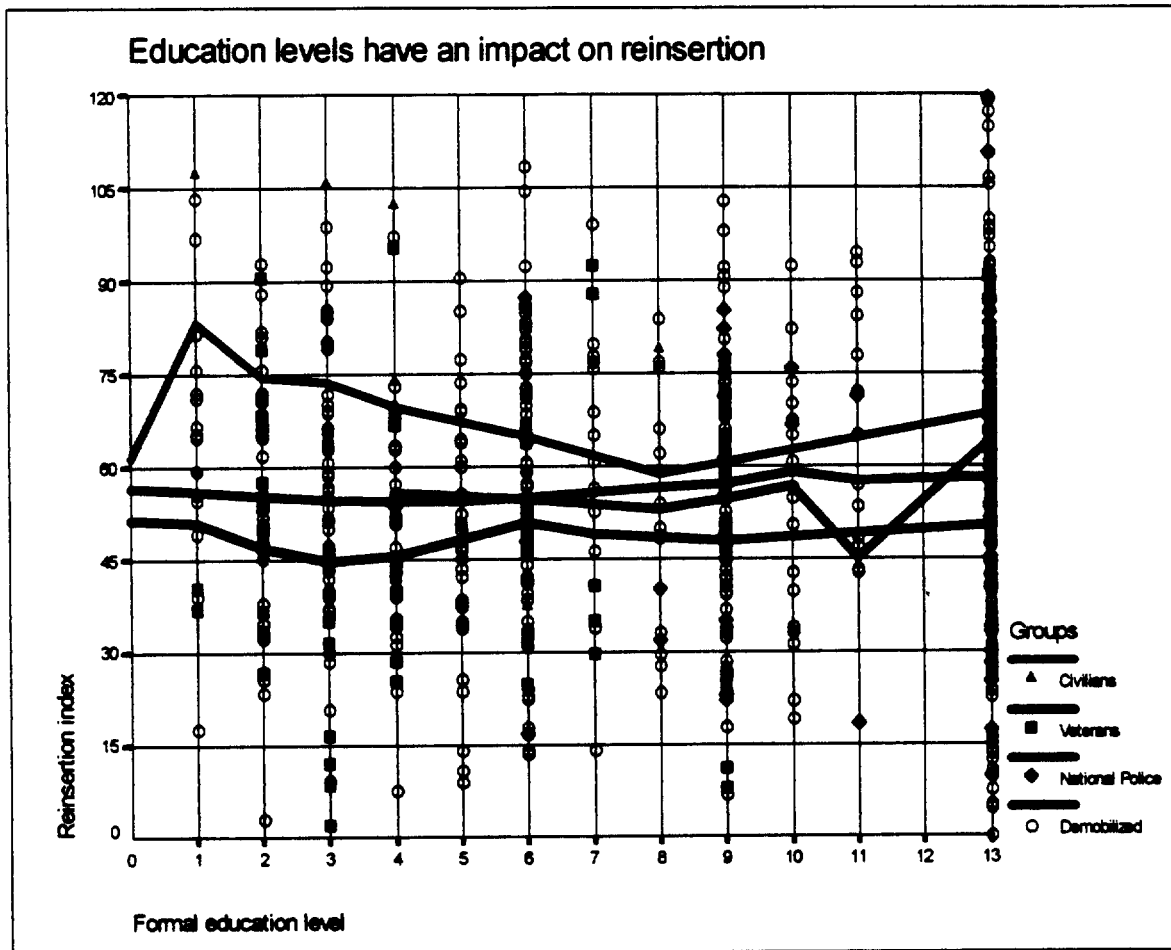
- ◇ At the same time, beneficiaries of programs tend to value what they received as well as benefits that are complementary:
- People receiving credit tended to value credit and training, a complement to credit that allows recipients to know how to use the credit productively;
 - People receiving scholarships tended to value severance payments after their scholarships, representing the economic bridge that allowed them to take full advantage of the scholarship program;
 - On deeper examination, this suggests that packages of complementary benefits contributed to ex-combatants' perceptions of what was most useful.

- ◇ Period of military service has no direct correlation with level of reinsertion, as illustrated in the following graph:

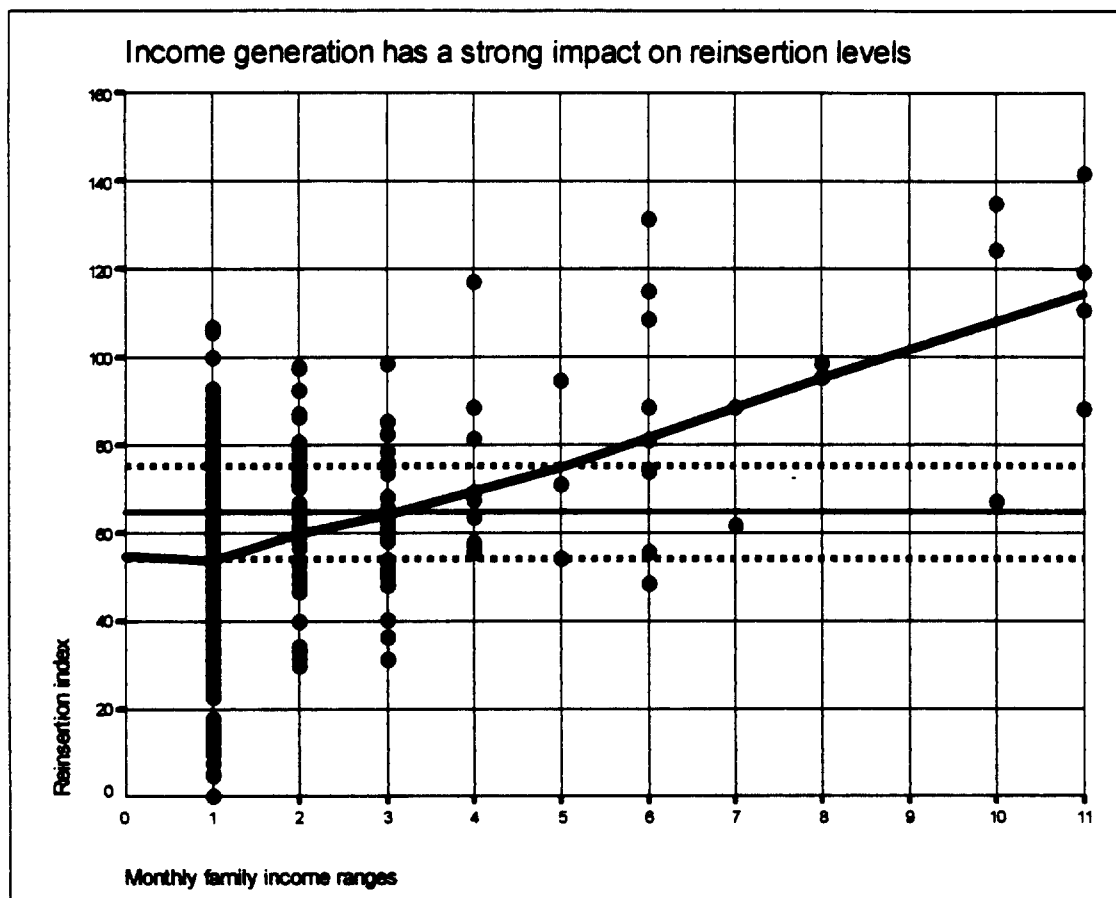


- ◇ Levels of formal education have a slight impact on ex-combatants' degree of reinsertion, as illustrated in the following graph:
- This trend is especially visible with the National Police, whose objectively measured reinsertion levels rise sharply with 11 to 13 years of formal education — the bulk of the National Police in our sample are in scholarship programs;
 - Reinsertion levels rise minimally among the demobilized at 10 years of formal education;
 - Reinsertion levels among our civilian control group are highest with little formal education — presumably because these people have no other opportunities — then slump for civilians with 3 to 8 years of formal education, rising thereafter for civilians with 8 to 13 years of formal education who might have access to other opportunities;

- Reinsertion levels among our veteran control group decrease somewhat for those with 1 to 3 years of formal education, rising for 3 to 6 years, then leveling off.
- Reinsertion programming seems to be masking the educational levels required for better performance in civilian life — groups participating in reinsertion programming show smoother trends than the others.



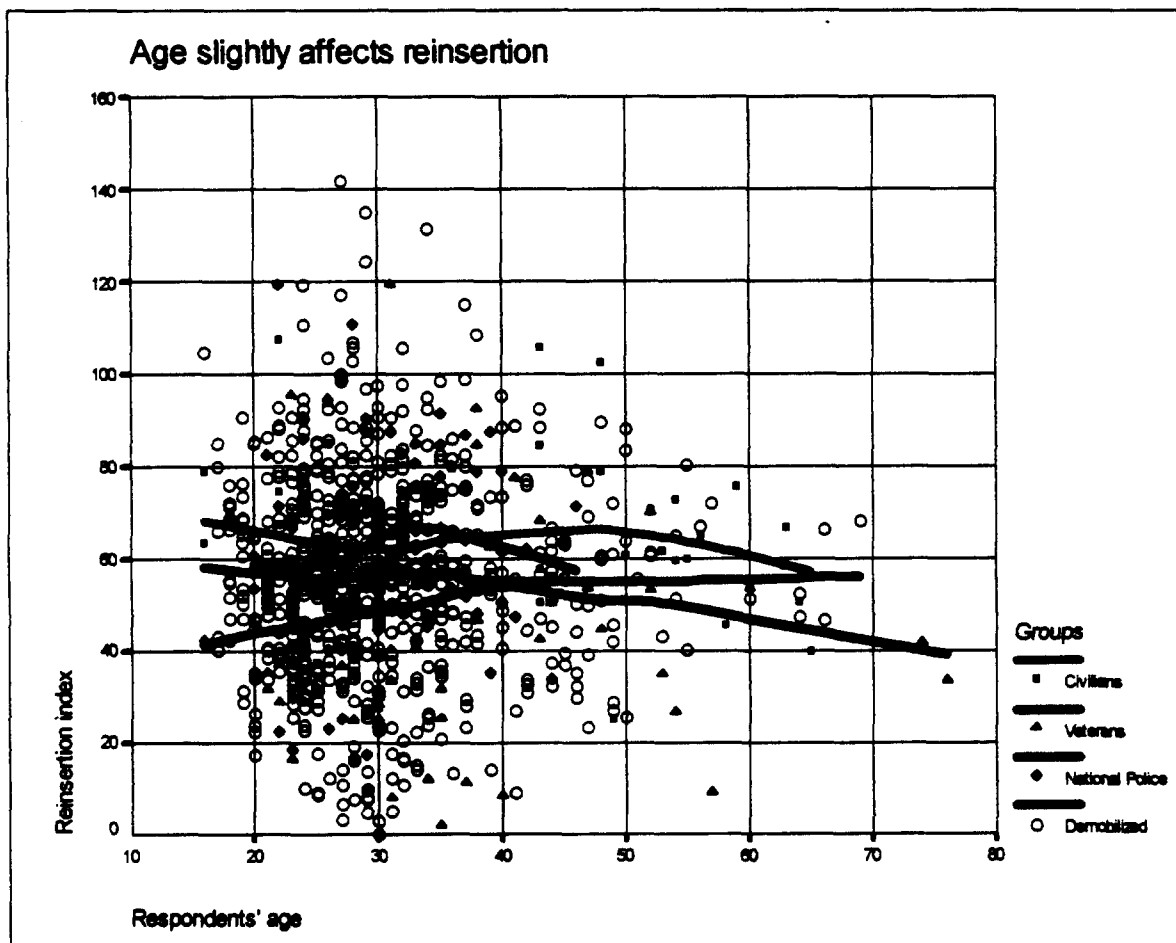
- ◇ Income is the single most important factor in successful reinsertion — beneficiaries with higher family income are clearly better reintegrated than the ones close or under the minimum wage.



Monthly family income coding scales

CODE	DESCRIPTION
00	Under ¢ 1050
01	Between ¢ 1051 and ¢ 2000
02	Between ¢ 2001 and ¢ 2500
03	Between ¢ 2501 and ¢ 3000
04	Between ¢ 3001 and ¢ 3500
05	Between ¢ 3501 and ¢ 4000
06	Between ¢ 4001 and ¢ 4500
07	Between ¢ 4501 and ¢ 5000
08	Between ¢ 5001 and ¢ 5500
09	Between ¢ 5501 and ¢ 6000
10	Between ¢ 6001 and ¢ 6500
11	More than ¢ 6501

- ◇ Age has a slight impact on reinsertion levels, as shown in the following graph:
- Reinsertion levels among the National Police rise somewhat from the late 20s to the mid-30s;
 - Reinsertion levels for the veteran control group rise modestly around age 40, with a similar rise among the civilian control group around age 40 to 50;
 - Reinsertion levels decrease for all populations after approximately age 50;
 - Reinsertion levels for the demobilized diverge slightly from the other groups' pattern, decreasing almost imperceptibly from the mid-30s to age 40, leveling off thereafter;
 - It is quite likely that variances in reinsertion levels associated with age are also associated with productivity, explaining the drop across the board after age 50.





B. Design of Reinsertion Programming

- ◇ Reinsertion is not clearly defined.
 - Responses from interviews with donors, Government officials, implementing organizations and ex-combatant associations showed significant differences in definition, goals and scope for reintegration programming.
 - These differences generate a “moving target” for reinsertion goals when recipient’s expectations are different than the design assumptions and implementation policies.
- ◇ Reinsertion programs aimed at improving ex-combatants’ capacity, not performance:
 - Programming aimed to develop potential in ex-combatants through training, credit, and other mechanisms, with no control built in for actualizing this potential;
 - What matters in reinsertion, however, is performance — actual reinsertion, not just the potential for reinsertion;
 - This implies that performance is the real objective of reinsertion programming
- ◇ Reinsertion programs were not specifically linked to formal sector employment or to existing opportunities.
 - Linkages to the private sector were minimum.
 - More exploration of the informal sector might have contributed to diversify the options for the demobilized.
 - The creation of job placement units and promotion of demobilized employment through tax reductions to employers might have been solutions for many cases.
- ◇ Reinsertion programming aimed at ensuring pacification during the transition:
 - Reinsertion programming was incorporated into the 1992 Peace Accords;
 - Reinsertion programming did not have specific development goals for their beneficiaries or for the communities destined to receive ex-combatants.
- ◇ The benefit tracks were able to accommodate many but not all ex-combatants — the tens of thousands of demobilized represented too large and varied a population to be accommodated in full by three discrete tracks of benefits.
- ◇ Some benefits packages were driven by supply rather than by demand:
 - The National Police are the sole group whose benefits were largely demand-driven;

- NP-I show the highest levels of perceived reinsertion as well as the highest levels according to the reinsertion index.

C. Implementation and Management

- ◇ Practitioners and ex-combatants did not understand reinsertion in the same way:
 - Practitioners tended to define reinsertion as a move back into pre-conflict communities;
 - Ex-combatants tended to have expectations of social mobility for themselves following the cease-fire.
- ◇ There was a trade-off in implementing reinsertion programming whereby programming realism suffered for the sake of ease of management and administration:
 - Civilian life is flexible — civilians can seize opportunities, take advantage of circumstances or change jobs and are often rewarded for their initiative;
 - Civilian choices cannot be slotted into one of three options;
 - The choice of ease of implementation — limiting benefits to three tracks with no possibility for any subsequent change in track — meant a certain rigidity in programming;
 - This rigidity in programming could actually interfere with reinsertion: a hypothetical ex-combatant could initially want to become a carpenter, choosing training under the industrial and services track. But if he then located his pre-conflict family and wished to join their bean farming activities, he would be prevented from taking advantage of benefits to support his revised goals, even though such benefits had been programmed and were offered to other ex-combatants through another existing benefits track.
- ◇ The ex-combatants do not recognize the sizable role the Government of El Salvador played in creating and delivering their reinsertion benefits.
 - Simultaneously, the ex-combatants assign primary responsibility to the Government of El Salvador for compliance with Peace Accords and specifically, reintegration support for the demobilized.

D. Impact of Reinsertion Programming

- ◇ Reinsertion programming may have crossed the efficiency curve whereby benefits no longer outweigh costs:
 - The bulk of respondents are reintegrated according to subjective and objective measures;

- Additional reinsertion programming may no longer be required because the transition period is over.
- ◇ Being demobilized should not become a way of life:
 - Benefits are benefits — they should not be perceived as rights;
 - Benefits should not be so attractive as to discourage alternative productive activities;
 - Reinsertion requires the dissolution of the ex-combatant's pre-demobilization group identity — benefits or advantages provided only by means of participation in a particular force, enforces group identity;
 - The continued availability of benefits to ex-combatants should not provide an incentive to perpetuate self-identification as an ex-combatant which by definition impedes reinsertion into civilian life.
- ◇ The impact of programming begins with design — specific impacts should be planned and defined up front in order for programming to be specifically geared to fulfilling those goals.
 - Identification of differences and limiting factors among the ex-combatants in relation to their civilian counterparts becomes paramount in the articulation of those impact goals.

V. Recommendations

The evaluation team recommends the following on the basis of these lessons learned.

A. Design of Reinsertion Programming

⇒ Reinsertion should be clearly defined at the outset:

- Indicators of reinsertion should be established as part of programming design;
- Reinsertion programming should specifically be aimed at achieving those reinsertion goals;
- Those reinsertion goals should be clearly communicated to the beneficiaries of reinsertion programming in order to avoid unfulfilled benefit recipient expectations;
- Program design should incorporate ongoing monitoring of successes, failures and evolving needs within the reinsertion process.

⇒ Reinsertion programming should model civilian life:

- Reinsertion programming for ex-combatants should demonstrate and incorporate civilian norms of behavior;
- Such norms include flexibility, choice, and rewards for superior performance.

⇒ Reinsertion programming should stress performance:

- Reinsertion is an issue of performance, not capacity — people are deemed reinserted when they feel and behave in certain ways, not just when they show the potential to do so;
- Consequently, the objective of reinsertion programming goes beyond capacity to performance;
- Reinsertion programming should therefore work beyond providing ex-combatants with the possibility (capacity) to be reinserted;
- Linkages to performance should be part of the design of reinsertion programming — reinsertion programming should create the possibility and enabling environment for capacity to be translated into performance.

⇒ Policy-makers and program designers should know the target populations and their needs thoroughly before designing reinsertion programs:

- The various target populations should be defined and carefully surveyed;
- The civilian population should be surveyed as well, since civilians represent the benchmark against which reinsertion will be measured;
- Program designers must recognize that the populations targeted by reinsertion programming may not fully be aware of or able to articulate their needs immediately upon the cessation of conflict — the military structure argues specifically against being able to think in civilian terms, including setting goals and objectives for civilian life and reintegration;

- Target populations should therefore be re-surveyed periodically to ensure that programming responds to real needs as they evolve from those originally identified;
 - This means a difficult task for program designers, who must be able to define reinsertion needs and responsive programming while avoiding the trap of applying a pre-conceived blueprint in the belief they know what's best for these populations.
- ⇒ Identification of barriers to reinsertion should be studied and specifically addressed in reinsertion programming:
- These inhibitors of performance stem from environmental, economic, and other sources;
 - These inhibitors of reinsertion occur within ex-combatants and within their communities of reinsertion;
 - However, identification of these barriers and specific programming to address them are necessary for ex-combatants to be empowered for reinsertion.
- ⇒ Reinsertion programming should include all groups:
- Programming should consider forces from all sides in the conflict;
 - Peace negotiation times usually force designers to agree on reinsertion programming or benefits with irregular forces before any other group. The application of equal benefit policies at a later phase, inherit preset schemes and rules to other groups who might not completely agree with the designs.
 - Programming should be extended to additional groups if such groups will eventually be incorporated into the reinsertion process.
- ⇒ Reinsertion programming should be tailored for each target population.
- Findings show that different populations value different benefits, according to their perceived needs and group characteristics.
- ⇒ Benefit tracks should be flexible and allow the demobilized to change options:
- Each benefit track should have multiple options to enable ex-combatants to make choices that reflect their realities and needs above ease of administration;
 - Evolution in an ex-combatant's vision of himself and goals for his life should be encouraged and accommodated;
 - The inevitable changes in the post-war economy warrant responsiveness — and therefore flexibility — in programming as well;
 - An easy way to operationalize this flexibility while cementing civilian values of responsibility for personal choice would be a voucher system whereby ex-combatants exchange a fixed set of "benefits credits" for variously weighted benefit alternatives.

- ⇒ Reinsertion programming should be specifically linked to opportunities for income generation:
- Links to employment should be realistic and reflect market conditions;
 - Links to employment should extend through all possible sectors, including the formal, informal, small business and microenterprise creation.
 - Market analysis should support the feasibility of agricultural sector reactivation, microenterprise promotion or employment offered to the demobilized.
- ⇒ Reinsertion programming should include community-based interventions:
- Reinsertion means reintegration within communities, by definition;
 - Programs themselves do not reintegrate — communities accept individuals, leading to their reinsertion;
 - Reinsertion therefore requires an expansion of opportunities for communities so that the arrival of ex-combatants does not cause a saturation of opportunity;
 - Recipient communities should thus be incorporated into reinsertion programming to ensure its success.
- ⇒ Reinsertion programming should include training in decision-making:
- The vertical structure of military life precludes an individual's active role in making decisions for himself;
 - Decision-making is a skill that will be required for successful reintegration into civilian life;
 - Teaching decision-making should begin early on in demobilization and should be reinforced throughout reinsertion programming.

B. Management and Implementation

- ⇒ Equity in reinsertion programming should be addressed by guaranteeing equal value of benefits, which is not the same as equal benefits for all populations.
- ⇒ The "pay-off" aspect of reinsertion programming should be minimized:
- An immediate package of useful items should be made available as an exchange for the demobilized's weapons;
 - Such benefits should be identical across ranks and situations;
 - It should be made clear that this is the sole pay-off for demobilization; all subsequent benefits are to support transition and reintegration into the community, and are therefore to be viewed as opportunities, not entitlements.
- ⇒ Wherever possible, reinsertion programming should be structured to reward superior performance:
- Incentives and rewards should be part of the civilian lifestyle to which ex-combatants are striving;

- Ex-combatants will need to compete successfully for opportunities once reinsertion programming is over (and even before);
 - Reinsertion programming is an opportunity to model and reward successful competition;
- ⇒ Reinsertion programming should be demand-driven:
- Beneficiaries should therefore be encouraged to think through their own individual goals and objectives;
 - Reinsertion programming should respond specifically to these goals.
- ⇒ Counseling to support ex-combatants in developing realistic expectations should be an integral feature of reinsertion programming :
- Counseling can help avoid the disappointment of unrealistic and unfulfilled expectations and the subsequent risk to peaceful reinsertion;
 - Counseling should be provided by entities perceived as external and objective honest brokers in the reinsertion process.
- ⇒ Counseling about benefits should incorporate a referral link to opportunities:
- Counseling linked to referral to opportunities is the ideal instrument for demand-driven reinsertion programming;
 - Counseling linked to referral to opportunities allows ex-combatants “one stop shopping” in receiving information about benefits and in making decisions about opportunities;
 - Counseling linked to referral to opportunities allows ex-combatants formulating needs to be linked with existing opportunities;
 - Counseling linked to referral to opportunities is also a vehicle to program special opportunities in response to stated needs;
 - A computerized roster of opportunities made available to those counseling recipients of benefits is a way to address some of the barriers to reinsertion — a database with job profiles, for instance, that calls up information on the education, experience, tools, capital and other parameters required for a typical job can be a critical tool in screening opportunities for ex-combatants and in supporting their reinsertion decision-making processes.

VI. Appendices

1. *Scope of Work*
2. *Glossary*
3. *Meetings*
4. *Bibliography Consulted*
5. *Description and Chronology of Demobilization and Reintegration Activities*
6. *Examples of Reinsertion Activities*
7. *Approach, Methodology and Team Composition*
8. *Workplan*
9. *The Sample*
10. *Statistical Tabulations*
11. *Group Summaries*
12. *Evaluation Instruments*
13. *Cases*

1. Scope of Work

APPROVED SCOPE OF WORK: EVALUATION OF THE IMPACT OF THE GOVERNMENT OF EL SALVADOR'S INITIAL REINSERTION ACTIVITIES

BACKGROUND

Since the Chapultepec Peace Accords were signed on January 15, 1992, a number of programs and services have been implemented to support the social and economic reintegration of the El Salvador ex-combatant population. As these initial reinsertion activities draw to a close, USAID and CAI are presented with the opportunity to assess the impact of these activities on the target populations and to assess lessons learned in designing and implementing reintegration programs that could serve to inform programming in other countries and regions in transition from war to peace.

The USAID Mission to El Salvador developed a hierarchy of strategic objectives that includes specific goals in assisting El Salvador to make the transition from war to peace (Strategic Objective #1). An assessment of the impact of initial reinsertion activities will contribute directly to the performance indicators associated with this objective's goals in reintegrating ex-combatants (Program Outcome #1.4).

SCOPE OF WORK

The purpose of this scope of work is to establish criteria for CAI to conduct an evaluation of the socio-economic impact of the Government of El Salvador's initial reinsertion activities.

TERMS OF REFERENCE

The impact evaluation will examine the interventions implemented and the mechanisms and procedures put into place to implement the interventions to support the reintegration of ex-combatants in El Salvador.

The impact evaluation team will rely on a blend of interviews, focus groups and other data collection methodologies to compile sufficient information on which to base its assessment.

To facilitate Mission monitoring in light of the magnitude and scope of NRP activities, the team will proceed in four phases and will perform the following tasks.

Phase 1: Reach concurrence on the methodology for the assessment. (August 21-23, 1995).

TASK 1. Hold a three-day meeting for the team leader and research director to discuss the scope of work and reach agreement on the methodology for the assessment.



- TASK 2. Reach agreement on the composition of the evaluation team.
- TASK 3. Devise the workplan for Phases 2 through 4 of the impact evaluation.
- Phase 2: Identify and train field work team; develop and test preliminary interview guides; collect and analyze data. (August 24-November 10, 1995).**
- TASK 1. Identify and summarize the key sectors of NRP activity, including interventions, geographical considerations, and intervention implementation mechanisms.
- TASK 2. Identify indicators of social and economic reintegration.
- TASK 3. Assess existing data on ex-combatants, NRP interventions and ex-combatant reintegration into civilian life.
- TASK 4. Develop a list of all sources of available data for the impact evaluation, including existing documentation and stakeholders.
- TASK 5. Determine the list of evaluation instruments, divided by audience or source of data.
- TASK 6. Develop questionnaires and interview guides for each audience.
- TASK 7. Recruit and train all Field Interviewers so that the methodology for gathering information yields comparable data.
- TASK 8. Field-test interview guides and interviewers through exploratory interviews.
- TASK 9. Refine interview guides based on lessons learned during pilot process.
- TASK 10. Administer questionnaires to a minimum of 1,000 ex-combatants and to other stakeholders in El Salvador.
- TASK 11. Develop database for processing data collected.
- TASK 12. Enter data collected into database for processing and analysis.
- Phase 3: Supplement quantitative information with in-depth qualitative information gathered through focus groups. (November 13-December 8, 1995).**

- TASK 1. Perform statistical analyses of data collected.
- TASK 2. Select sub-groups from data set for in-depth qualitative probes.
- TASK 3. Develop focus group guides.
- TASK 4. Organize and hold four focus groups.
- TASK 5. Compile data collected during focus groups.
- Phase 4: Articulate impact findings, lessons learned and recommendations; draft, finalize and present impact evaluation report. (December 11-29, 1995).**
- TASK 1. Analyze all data gathered to extrapolate findings about ex-combatant reinsertion in El Salvador.
- TASK 2. Articulate lessons learned about NRP interventions and mechanisms in support of ex-combatant reintegration in El Salvador, identifying factors associated both with successful and with failed reintegration experiences.
- TASK 3. Develop recommendations for future reinsertion programming on the basis of the findings and lessons learned.
- TASK 3. Verify conclusions with GOES, donors, NGOs and ex-combatants.
- TASK 4. Develop recommendations for future similar programming.
- TASK 5. Discuss findings, conclusions and recommendations with USAID/El Salvador.
- TASK 6. Draft the impact evaluation report.
- TASK 7. Finalize and present the report to USAID/El Salvador and GOES.

DELIVERABLES

The impact evaluation will be reported in Spanish and in English. Copies will be distributed to USAID/El Salvador (10 copies each in English and Spanish) and to GOES (10 copies in Spanish).

REPORTING AND RELATIONSHIPS

The impact evaluation team will report to the Project Officer, USAID/El Salvador.

PERSONNEL AND QUALIFICATIONS

The impact evaluation team will comprise a team leader/evaluation specialist, a research director, a data entry clerk and five field interviewers.

- The Team Leader/Evaluation Specialist will devise the methodology for collecting data; lead in identifying indicators, sources of data, and lists of evaluation instruments; assist in developing evaluation tools and questionnaires; participate in data analysis; contribute to findings, lessons learned and recommendations; write portions of the final document; and manage the overall quality of the impact evaluation.
- The Research Director will collaborate in defining performance indicators; develop evaluation instruments; participate in and oversee the data collection process and personnel; analyze all quantitative and qualitative data; contribute to defining the qualitative data collection methodology; hold the in-country focus groups; contribution to the impact evaluation's findings, lessons learned and recommendations; write portions of the final document; and oversee the final document's production in English and Spanish.
- The Data Entry Clerk will participate in a training session to learn how to enter data so that it can be readily submitted to statistical analysis; and will enter data into a computer.
- The Field Interviewers will participate in training to standardize the data collection methodology; and travel within El Salvador to administer questionnaires to ex-combatants.

2. Glossary

a) Definition of common terminology

Armed conflict	A state of open, armed, often prolonged conflict carried on between nations, states, or parties. While a war can be carried on in different ways, the armed conflict refers to the military actions between fighting parties.
Beneficiary	The individual that has qualified for a service or benefit and had accessed it. Beneficiaries vary by benefit; they always are a sub-set of each targeted population.
Benefits	The set of programs, activities, and services designed and intended exclusively for a targeted group. Basic access to benefits is restricted to those individuals able to prove that they are part of the special target population. Usually estimations of the number of potential beneficiaries are made in the design phase to guarantee the availability of services. Examples of benefits include departure packages, cash payments, training services, and special "soft" credit lines.
Cease-fire	The situation in which parties in conflict temporarily suspend armed conflict. This is always a requirement to discuss and implement demobilization activities. The cease-fire has to be guaranteed by all factions involved. An international monitoring presence has proven to be highly effective to help make the cease-fire permanent.
Counseling	An intervention designed to provide guidance and advice to ex-combatants in relation to issues surrounding the transition from military to civilian life. Often the most effective channel to provide objective and neutral information about access and requirements for programs and benefits, users benefit the most when the counseling process includes linkage to programs and opportunities. This provides for a one-stop neutral mechanism for ex-combatants to discuss their needs and to access benefits.
Demobilization	The process of discharge from military service related exclusively to the implementation of peace process activities. Demobilization takes place when the combatants turn their weapons in for disposal, effectively reducing the factions' operational capability and thereby stabilizing the cease-fire period.
Demobilization ID	Certification provided by appointed officials or international verification missions to eligible ex-combatants to guarantee access to programs and benefits targeted specifically to demobilized and to facilitate benefits tracking and accountability.
Demobilized	Ex-combatant group who has been mustered out from military active

	service through the implementation of peace agreements and complies with eligibility requirements for access to special treatment or benefits. Demobilized personnel are usually certified through a specially issued demobilization identification.
Disabled or Handicapped	The word <i>handicapped</i> is reserved for disabled persons who are unable to function because of some property of the environment. Although <i>handicapped</i> is widely used in everyday speech to refer to people having physical or mental disabilities, those described by the word tend to prefer the expressions <i>disabled</i> or <i>people with disabilities</i> . To say that people are <i>handicapped</i> may imply that they cannot function on a par with others, while to say that they have a <i>disability</i> allows more readily for the possibility that they can so function, in spite of having to do some things in different ways.
Donor	One that contributes something, such as money, to a cause or fund; in this specific case, representative members of the international community assisting the war to peace transition through economic support, technical assistance and peace accords compliance monitoring.
Eligibility Criteria	<p>The set of rules previously agreed by all the involved stakeholders/policy-makers used to determine if a potential beneficiary qualifies for access to a benefit. The basic components of an ex-combatant eligibility criteria should include at least the following definitions:</p> <ul style="list-style-type: none"> • Identification requirements. Defines the minimum documents or certifications required to be identified as part of the targeted population. • Access window or time frames. Determines for how long the opportunity or benefit will be available to interested populations. • Special groups definitions. This can help to define the access rights when a specific sub-set of the targeted population is intended to be served. Examples include gender, age, educational requirements, social situation, geographical origin/destination, and years of service.
Ex-combatant	Any active participant in the armed conflict as a fighting party after the demobilization process took place. This term is usually replaced with "demobilized" when specific eligibility criteria qualify a sub-set of the ex-combatant population for special treatment or benefits.
Linkage	Liaison between targeted populations, usually unaware of programs requirements and access mechanisms, and services or benefits providers. This referral or liaison is most effective when provided through a counseling and referral service.

Opportunities	Opportunities are the set of offerings available only at a certain period, usually non-repeatable, driven basically by social and economic factors, and not intended to be group specific. Due to the volatile characteristic of the opportunities, the access is generally ruled by a "first come, first served" approach. Examples of these cases can be found in job placement programs and NGO development activities.
Peace Accords	The set of documents produced through peace negotiations defining the terms for the cease-fire and further activities to attain a sustainable peace. In this document the term "peace accord" refers to the Chapultepec Accords signed between the Government of El Salvador and the Front Farabundo Martí for National Liberation on January 15, 1992.
Practitioners	Persons and institutions with an active role in the definition, management or implementation of reintegration programming.
Reconstruction	Programs or activities designed and intended to repair the effects of the armed conflict. These activities usually target damaged infrastructure and basic services with a focus on restoring war damaged social fabric.
Reinsertion	Incorporation of an individual or special group into the mainstream society after a traumatic experience. For the ex-combatants' case, the term is usually interchangeable with <i>reintegration</i> , but in strict terms, reinsertion should be only utilized to when referring in a holistic manner to a person's embodiment in the civil society.
Reintegration	Social and economic rehabilitation of groups or individuals which have traumatically been isolated or are in clear disadvantage in relation to their social strata.
Severance Payment	Cash compensation provided to all ESAF and NP demobilized who have been in active service for a period over two years. This payment was established in the Peace Accords as a reward for voluntarily military service and as compensation for forced military or police career termination..
Stakeholders	People with a share or direct interest in the peace process. Stakeholders include fighting factions, government officials and the international community, among others.
Target Group	The pool of potential beneficiaries for each reintegration activity. Each activity targets a specific group; the individuals who actually accessed the service are the beneficiaries.
Veteran	Ex-combatant who has retired from active service but does not qualify as a demobilized (with access to benefits or special treatment) due to non-compliance with eligibility requirements. An example could be a combatant who was mustered out from military service before the end

	of armed conflict was agreed. This case is considered a fighting veteran does not qualify as demobilized with the implementation of the peace process.
Vulnerable groups	Special groups or specific social segments who are in disadvantage in relation to their communities as result of the armed conflict. These groups usually include war wounded or war disabled, orphans, child soldiers, displaced people and refugees.

b) Acronyms used through the document

ADECUSEP	Security Forces demobilized association
ADEFAES	ESAF demobilized association
AEGES	Ex-combatants and war victims association
ALFAES	ESAF disabled association
ANSP	National Academy for Public Security
ASALDIG	FMLN disabled association
CAII	Creative Associates International Inc.
CREA	Creative Associates International in-country office for El Salvador
ESAF	El Salvador Armed Forces
F-16	Fundación 16 de Enero
F-600	FMLN mid ranks
F-850	FMLN youth combatants
FMLN	Front Farabundo Martí for National Liberation
GO	Governmental Organization
GOES	Government of El Salvador
GTZ	Germany international technical assistance agency
IRD	USAID's Infrastructure and Regional Development Division
MINUSAL	United Nations Mission for El Salvador
NGO	Non Governmental Organization
NP	National Police
NP-I	National Police control group (PROARE-I)
NP-II	National Police experiential group (PROARE-II)

NRD	USAID's National Reconstruction Division
NRP	National Reconstruction Program
NRS	National Reconstruction Secretariat
ONUSAL	United Nations Peace Mission for El Salvador
PNC	Civilian National Police
PROARE	CREA's ex-combatants reintegration support programs
RP	Reinsertion Program
SPSS®	Statistical Package for the Social Sciences
UDAPAZ	Presidential advisory board for peace accords compliance
UNDP	United Nations Development Programs
USAID	US Agency for International Development

3. Meetings

The following list of persons and institutions interviewed is organized alphabetically by type of institution.

Donors	EC / PROLIS	Christian Bouteille <i>European Director</i>
	GTZ	Thomas Michel <i>Director</i> Amanda Mendez Roman <i>Technical Advisor</i>
	USAID NRD/IRD	Marvin Dreyer <i>NRD Project Advisor</i> Henry Alderferd <i>NRD Coordinator</i> Mark Scott <i>IRD Director</i>

GOES	SRN	Norma de Dowe <i>Secretary General</i>
		Claudia de Anaya <i>Planning and Evaluation Director</i>
		Maria Dolores de Nobs <i>Planning Advisor</i>
		Oscar Díaz <i>Planning Advisor</i>

International Organizations	ONUSAL/MINUSAL	Armenia de Oliveira <i>Political Officer</i>
------------------------------------	----------------	---

Leadership	DADELIFA	Cnel. Carranza <i>Director</i>
	Fundación 16 de Enero	Osmín Domínguez <i>Executive Director</i> Gladys de Melara <i>President</i>

**Implementing
Organizations**

CAII Danuta Lockett
*Vice-President and Director,
 Communities in Transition Division*
 Bradford Brooks
*Former CREA's Chief of Party for
 displaced persons, ex-combatants and
 civic participation projects*

CREA Carlos Valderrama
*National Police Reintegration Project
 Director*

FEDISAL Federico Huguet
Don Bosco University Rector
 Saul Blanco
Scholarships program coordinator

**Demobilized
Associations**

ADECUSEP <<name>>
President

ADEFAES <<name>>
Treasurer

AEGES <<name>>
President

ALFAES Jose Julian Escobar
Treasurer

ASALDIG <<name>>
President

4. Bibliography Consulted

1. Chapultepec Peace Accords. January, 1992.
2. CID/GALLUP CENTROAMERICA. *Ex-combatants =6 opinion poll forms.* January, 1995.
3. Creative Associates International, Inc. *Program Options for Reintegrating Ex-Combatants Into Civilian Life.* December, 1991.
4. _____. *Programa de distribución de enseres básicos y aperos agrícolas. Reporte Final.* April, 1993.
5. _____. *Programa de consejería para miembros desmovilizados de la FAES. Informe final.* June, 1993.
6. _____. *Defining and Planning for Impact.* February, 1994.
7. _____. *Assesing Impact on Development.* July, 1995.
8. _____. *Evaluación de Impacto: Reinserción de Ex-Combatientes en El Salvador. Guía para entrevistadores.* September, 1995.
9. El Salvador Armed Forces' 6th Military District. *Situación de transferencia de tierras. Haciendas escrituradas.* August, 1995.
10. Fundación 16 de Enero. *Evaluación del desarrollo de la reinserción a la vida civil y productiva de los miembros del FMLN en sus fases de emergencia y contingencia.* December, 1992.
11. _____. *Balance del proceso de inserción de los ex-combatientes del FMLN.* December, 1993.
12. _____. *Balance del proceso de inserción. Etapa de mediano plazo.* July, 1994.
13. _____. *Plan de Reconstrucción nacional y la participación de las ONGs.* March, 1995.
14. _____. *Investigación sobre el Plan de Reconstrucción Nacional (Resumen Ejecutivo).* June, 1995.
15. _____. *Proyecto: Educación para el desarrollo sostenible (EDA).* November, 1995.
16. Fundación para la Educación Integral Salvadoreña (FEDISAL). *Programa de becas para desmovilizados de la FAES y el FMLN.* August, 1993.
17. Ministerio de Agricultura y Ganadería. Oficina Coordinadora del Tema Agrario. *Primer censo agropecuario del programa de transferencia de tierras.* August, 1994.
18. _____. *Primer perfil de beneficiarios del programa de transferencia de tierras.* July, 1995.
19. Mitchell A. Seligson, Ricardo Córdoba Macías. *El Salvador. De la guerra a la paz.*



- Una cultura política en transición.* June, 1995.
20. National Reconstruction Secretariat. *Plan de Reconstrucción Nacional.* March, 1992.
 21. _____. *Programa de Apoyo a la Reinserción de los Ex-Combatientes de la Fuerza Armada de El Salvador y del Frente Farabundo Martí para la Liberación Nacional.* July, 1992.
 22. _____. *Programa de reinserción Policía Nacional. Oferta de beneficios.* December, 1993.
 23. _____. *Estrategia para los programas de créditos ejecutados por ONGs en el PRN.* October, 1994.
 24. _____. *Costos de los acuerdos de paz y avance del programa de reinserción. Período 1992-1996.* August, 1995.
 25. _____. *Plan de reconstrucción nacional. Principales logros a Julio de 1995.* August, 1995.
 26. _____. *Informe de Avance de los Programas de Reinserción.* September, 1995.
 27. Programa de reinserción productiva de lisiados de guerra (PROLIS - GOES / CE ALA 92 / 16). *Censo nacional de lisiados y discapacitados a consecuencia del conflicto armado. Informe de resultados generales.* November, 1993.
 28. _____. *Plan Marco 1993-1995.* January, 1994.
 29. _____. *Informe de actividades Abril - Junio 1995.* Julio, 1995.
 30. US Agency for International Development. *Changes to action plan 1995-1996 - Strategic Objective #1.* October 1994.
 31. _____. *Peace and National Recovery Project Paper.*
 32. _____. *Project 519-0394 "Lessons Learned" Evaluation.* December, 1994.
 33. _____. *Strategic Objectives Program Tree.* March, 1995.

5. Description and Chronology of Demobilization and Reintegration Activities

a) The Reinsertion Program

The Chapultepec Peace Accords, signed between the Government of El Salvador and the Front Farabundo Martí for National Liberation (FMLN) on January 15, 1992, brought to an end over twelve years of civil strife in El Salvador. The accords set the stage to:

- Dissolve the FMLN military structure;
- Create a new National Police under civilian control;
- Reduce government military forces to approximately half of their war time size;
- Organize free elections with the inclusion of the FMLN as a new political party;
- Establish a series of legislative and political reforms to promote social development goals.

The peace accords included provisions for the presentation of a Government of El Salvador designed National Reconstruction Program (NRP), to be discussed and complemented with the FMLN opinions. The NRP targeted the pacification, rehabilitation and reconstruction of the former conflictive areas. In 1992, calculations showed a potential for over 45,000 combatants to be mustered out from active service from several regular and irregular military and security forces and vast areas in the country with their infrastructure, economy and social fabric severely affected by the armed conflict.

An important part of the NRP was dedicated to the reinsertion of the demobilized. After lengthy negotiations and adaptations with the FMLN and donors, this Reinsertion Program (RP) defined a series of interventions and benefits to be delivered to ex-combatants through different mechanisms in order to contribute to their reinsertion into the social and economic activities of their original communities or alternative locations.

As stated in the document "*Costos de los Acuerdos de Paz y Avance del Programa de Reinserción - Secretaría de Reconstrucción Nacional, Agosto de 1995*", the reinsertion program design rests in three elements:

1. **Attention equity:** Consist of sponsoring symmetry in allocation of resources, programs and projects that permit the civil and productive incorporation of the ESAF and FMLN ex-combatants. At the same time it is tried to avoid duplications in the activities and is sought to complement the different attentions, in order to promote process integrity.
2. **Real availability of resources:** The financing of the Reconstruction Plan as a rule and the ex-combatants reinsertion program in particular, are mostly foreign contributions. In this meaning, the attention program was defined according to resources availability derived from the negotiations and from new resources.



3. **Design of the projects:** The attention program has been defined when the necessary information for the technical and logistical design of the projects was available. In effect, the information factor has been determinant, not alone for the technical design of the projects, but also for the decision of the necessary logistics planning.

These concepts originated a highly modular and integrated reinsertion program comprising three basic benefit tracks. Each ex-combatant was to choose a benefit scheme among agricultural activities, industry and services programs, or educational programs, each track being mutually exclusive. Once a benefits track was chosen, a well-defined prerequisite policy allowed for the proper technical sequence for the different activities. For instance, soldiers demobilized from ESAF duties through the Peace Accords choosing the industry and services track would have vocational training and administrative training as their first benefits. Upon approval of the training courses, they would be entitled to apply for a microenterprise credit. Once a technically sounded and financially feasible project had been approved, the credit would be awarded and technical assistance activities for the new microenterprise would commence.

The diagram in Figure 1 shows the design of the basic NRP's reinsertion program benefit scheme, including special support activities to improve services to special groups or to complement basic programs.

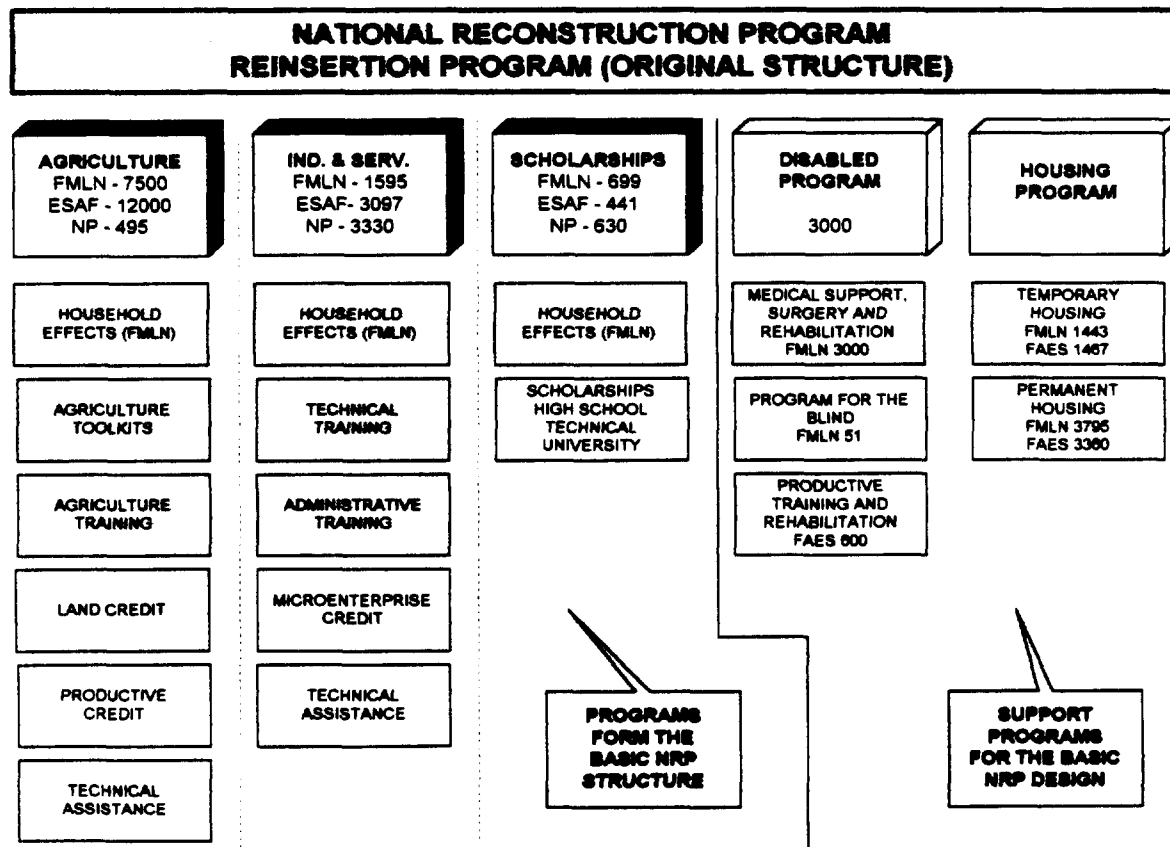


Figure 1

Once implementation of the originally negotiated reinsertion program had begun, new needs were identified and further reinsertion programming was required. In addition to the previously explained basic RP benefit tracks and support activities, two new redesigned areas were included. The first was to provide group-specific support for the FMLN leaders and mid ranks. The design, while based on the original industrial and services benefit track, included special technical requirements and different implementation modalities, more adequate to this new population's profile and expectations. The second additional area was created to support FMLN youth combatants through their incorporation into the National basic education system, in collaboration with the Ministry of Education, while adding special food support activities and vocational training.

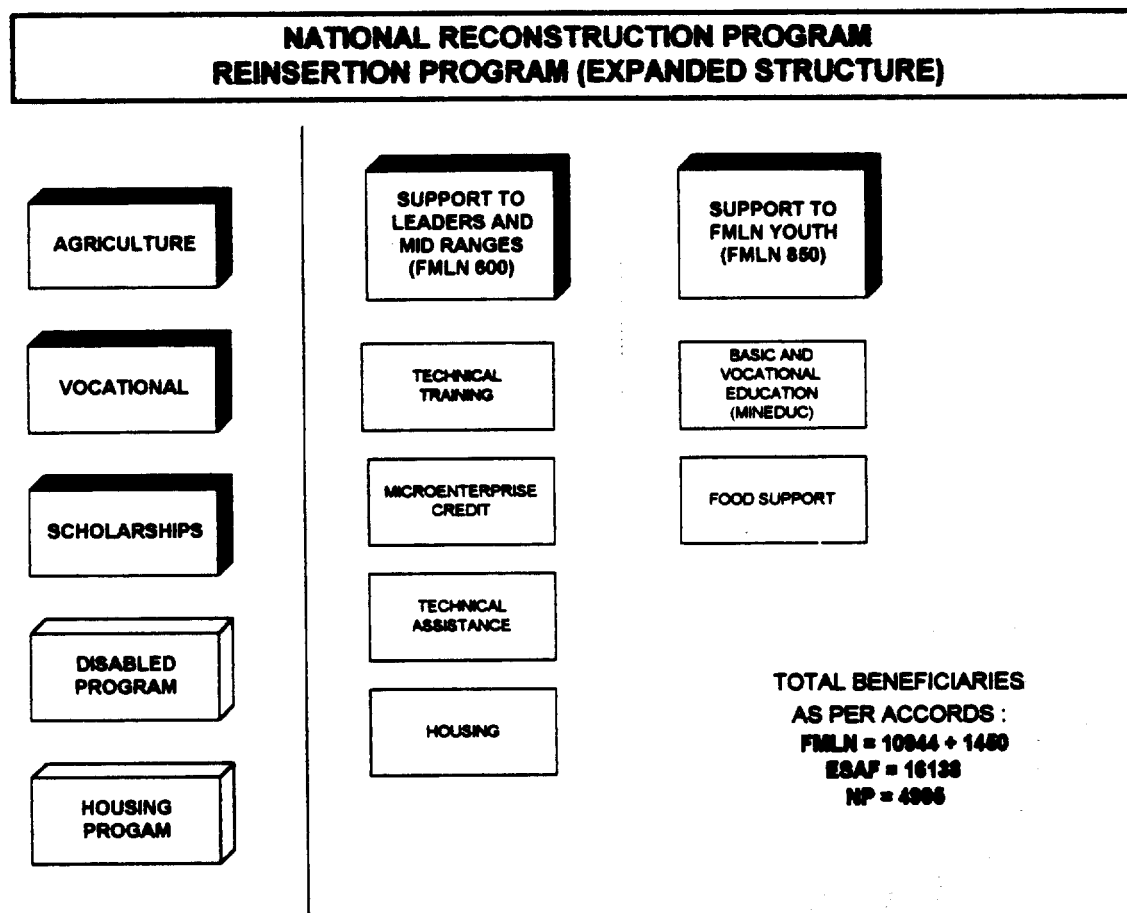


Figure 2

b) Chronology of Events

The peace in El Salvador came about as a result of a complex negotiating process, initiated by the Government of El Salvador and the Frente Farabundo Martí para la Liberación Nacional (FMLN) in September 1989 and conducted by the parties under the auspices of the



United Nations secretary-general. The objective of the negotiations was to achieve a series of political agreements aimed at resolving the prolonged armed conflict in El Salvador by political means as speedily as possible, promoting democratization in the country, guaranteeing unrestricted respect for human rights and reunifying Salvadorian society. It was envisaged that implementation of all agreements that might be signed between the two parties would be subject to verification by the United Nations.

The first substantive agreement was achieved on July 26, 1990, when the Government of El Salvador and FMLN signed, at San Jose, Costa Rica, the Agreement on Human Rights. On May 20, 1991, the Security Council, by its resolution 693 (1991), decided to establish the United Nations Observer Mission in El Salvador (ONUSAL), as an integrated peace-keeping operation, to monitor all agreements concluded between the Government of El Salvador and FMLN, finally launched on July 26, 1991.

Steady progress was made in the negotiations on other political agreements aimed at ending the armed conflict in El Salvador. On December 31, 1991, following more than two weeks of protracted negotiations at United Nations Headquarters in New York, the parties signed the Act of New York which, combined with the agreements previously signed at San Jose, Mexico City and New York, and agreed to complete the negotiations on all substantive issues of the peace process. The final Peace Agreement was signed at Chapultepec, Mexico City on January 16, 1992.

Under the timetable for the implementation of the Peace Agreements, the process of ending the armed conflict was to have been completed by October 31, 1992. By that time, the Government of El Salvador was to have completed several major commitments of a political and institutional nature and FMLN was to have demobilized all its combatants, destroyed their armament and reintegrated them into civilian life under programs provided by the Government.

However, the tightness of the timetable, together with the complexity of the issues involved, led to major delays in completing certain commitments crucial for the overall implementation of the peace process. Consequently, adjustments had to be made, on June 17 and again on August 19, 1992, to those parts of the timetable that had been affected. In both these adjustments, the fulfillment of certain key commitments had to be postponed beyond October 31, 1992. Among them were the provision of agricultural land in the former conflictive zones, which was originally to have been completed by the end of July 1992, and the establishment of the National Public Security Academy, which was due on May 1, 1992.

On September 30, 1992, the FMLN informed the United Nations that, in order to maintain the link in the original timetable between the key undertakings of the two parties, it would suspend demobilization of its forces until new dates had been set for the start of the transfer of land and other aspects of the Agreement that had fallen behind schedule. A new target date of December 15, 1992 was proposed by the UN and accepted by both parties.

On December 23, 1992, the secretary-general officially reported to the Security Council that the armed conflict between the Government of El Salvador and FMLN had been brought formally to an end on December 15 in accordance with the agreed adjustments in the timetable for implementing the Peace Agreements. This event, which had been preceded the previous evening by the legalization of FMLN as a political party, was marked by a ceremony presided over by President Alfredo Cristiani and attended by the secretary-general and a number of international statesmen.

As part of the pending Peace Accords mandates, the *Commission on the Truth* was established on March 15, 1993. The Commission was composed of three international personalities appointed by the secretary-general after consultation with the parties: Belisario Betancur, former President of Colombia; Reinaldo Figueredo Planchart, former Foreign Minister of Venezuela; and Thomas Buergenthal, former President of the Inter-American Court of Human Rights and of the Inter-American Institute for Human Rights.

The Commission received over 22,000 complaints of "serious acts of violence" which had occurred between January 1980 and July 1991. These were classified as violence by agents of the State; massacres of peasants by the Armed Forces; assassinations by death squads; violence by FMLN; and assassinations of judges. The Commission listed its recommendations under four headings: I) recommendations arising directly from the results of the Commission's own investigations; II) eradication of structural causes directly connected with the incidents investigated; III) institutional reforms to prevent the repetition of such events; and IV) measures for national reconciliation. Finally, at a high-level meeting on September 8, 1993, the Government and FMLN agreed on the need to step up the implementation process with a view to "sweeping the table clear" before the electoral campaign began.

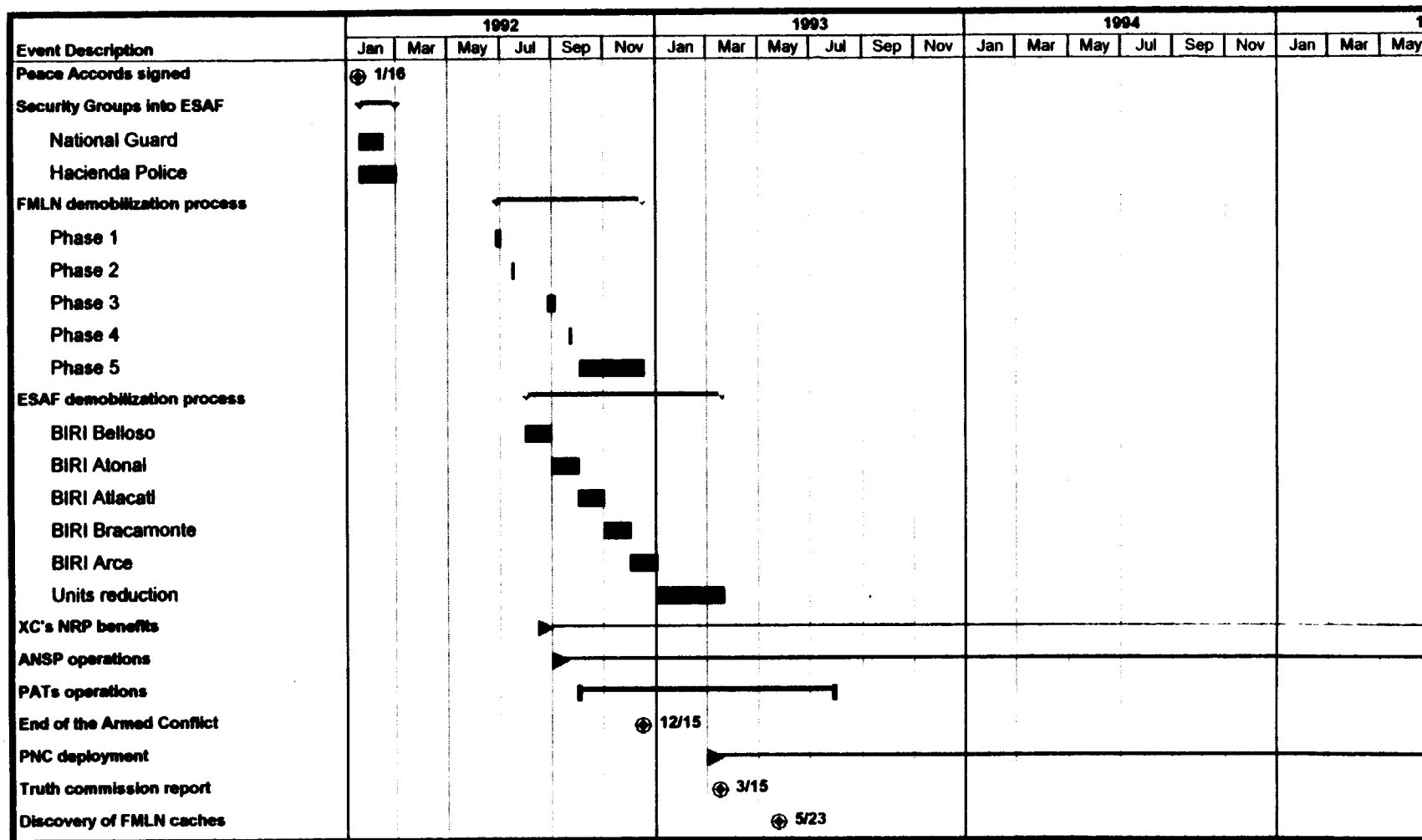
The discovery in Nicaragua on May 23, 1993 of an illegal arms cache belonging to FMLN and the their subsequent admission that it had maintained large quantities of weapons both within and outside El Salvador marked a serious violation of the Peace Accords.

On July 13, the UN security council confirmed that the Government had complied with the recommendations of the Ad Hoc Commission on the Purification of the Armed Forces and that the residual arms deposits declared by FMLN had been verified and destroyed. This had enabled FMLN to continue as a legally recognized political party. On September 5, 1993, the FMLN held its national convention at which it decided to participate in the elections and chose its candidates.

The following timetables illustrate the most important milestones in El Salvador peace process and their temporal relationship with demobilization and reintegration events.

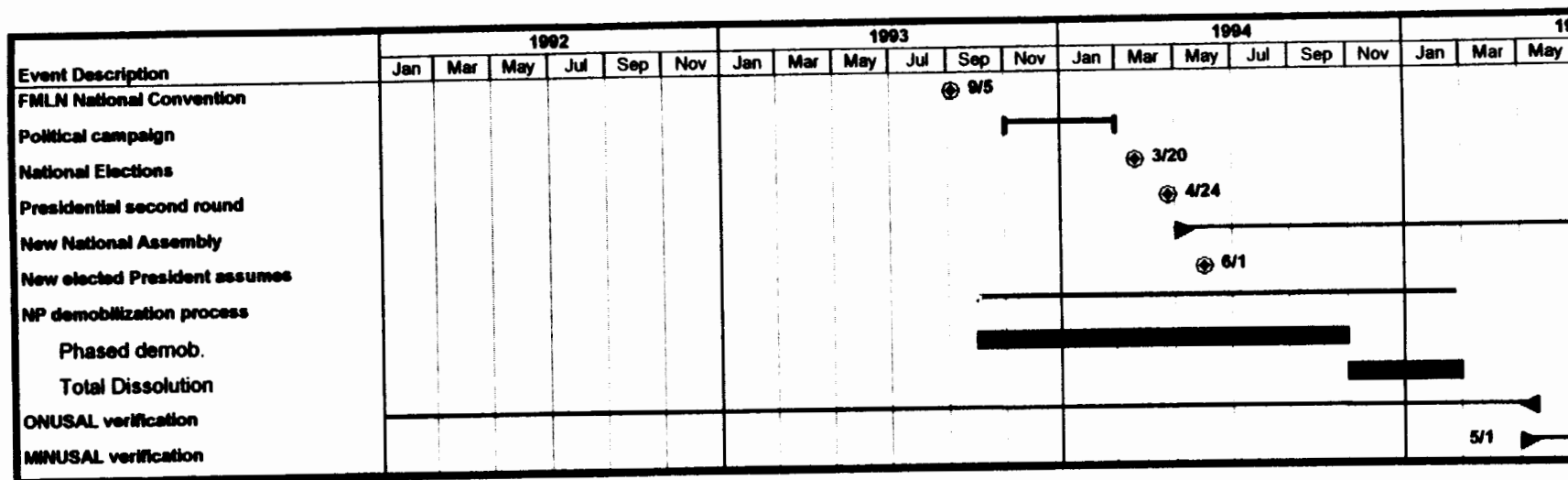
General Process

Part I (Qtr 1, 1992 - Qtr 1, 1995)



29

Part II (Qtr 2, 1993 - Qtr 3, 1995)



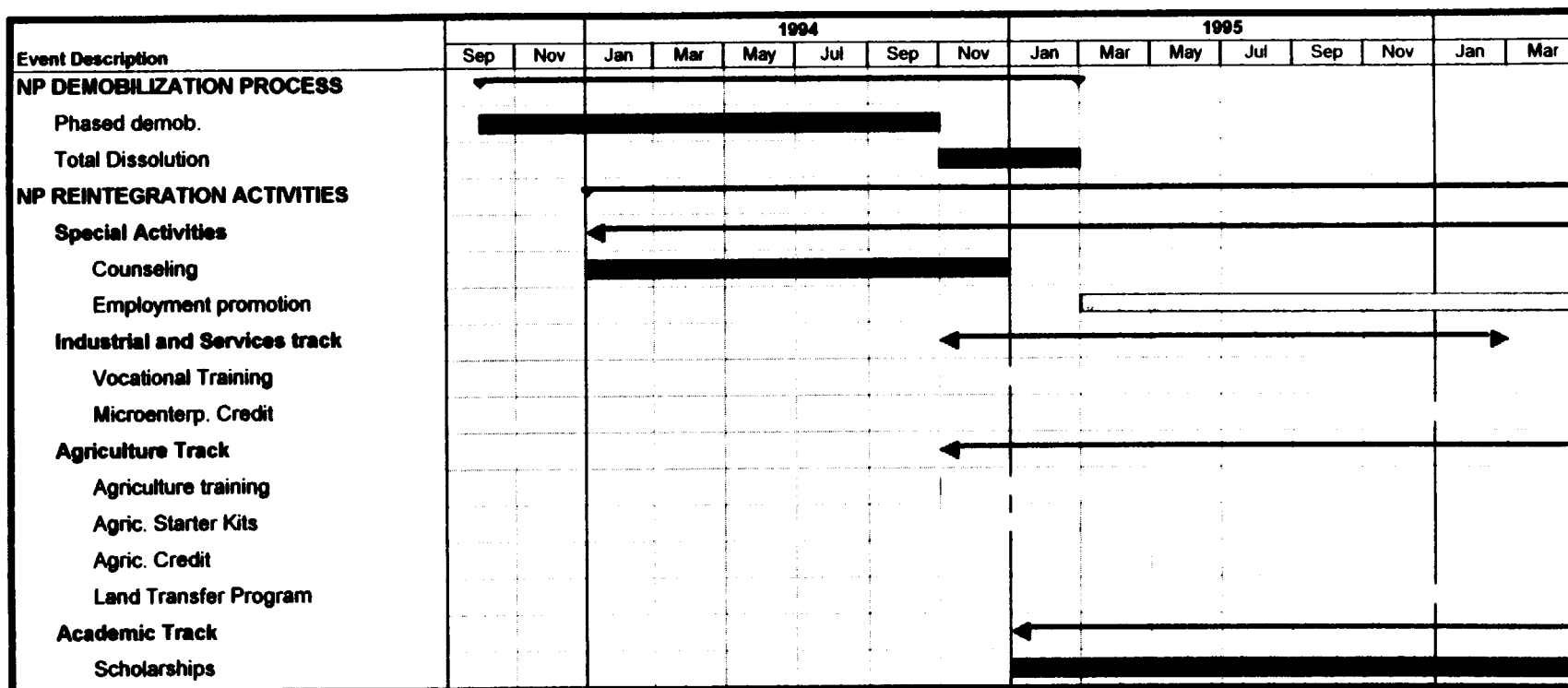
FMLN timeline

<<here goes the FMLN timeline - some dates need to be verified>>

ESAF timeline

<<here goes the ESAF timeline - some dates need to be verified>>

National Police timeline



6. Examples of Reinsertion Activities

The following section provides with some examples of activities implemented under RP components to support the ex-combatants' reinsertion. All the programs' outcome information included is as per September 1st, 1995.

a) Support and Special Activities

(1) Household effects packages (FMLN only)

ESAF		FMLN		NP		TOTAL
ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED
N/E	0	10,657	0	N/E	0	10,657

(2) Emergency housing

ESAF		FMLN		NP		TOTAL
ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED
1,655	0	1,658	0	0	0	3,313

(3) Permanent housing

ESAF		FMLN		NP		TOTAL
ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED
0	1,500	1,935	0	0	0	1,935

(4) Medical attention and rehabilitation for the disabled (FMLN only)

ESAF		FMLN		NP		TOTAL
ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED
0	0	4,558	0	0	0	4,558

(5) Reinsertion for FMLN leadership and mid ranks (FMLN-600)

Program	Beneficiaries
Vocational Training	598
Microenterprise Credit	419
Housing (Accessed / pending)	2 / 578



b) Agriculture Benefit Track

(1) Agriculture toolkits

ESAF		FMLN		NP		TOTAL
ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED
6,800	0	8,779	0	255	246	15,834

Agriculture toolkit contents

Article	Quantity
Hoe	3
Cuma	3
Machete	1
Corvo 22 "	2
Ax	1
Backpack sprayer	1
Beans drying cloth	1
Chuzo	1
Shovel	1
Pickax	1
Steel bar	1
Hammer	1

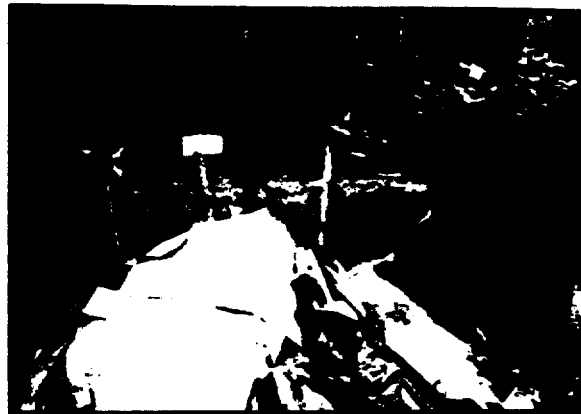


Beneficiary receiving the agriculture toolkit

(2) Agriculture training

ESAF		FMLN		NP		TOTAL
ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED
4,131	0	6,032	0	315	229	10,478

Agriculture training comprised 300 hours of technical preparation distributed approximately 80 % of the time in practical activities and the remaining 20 % for classroom studies. This phase was followed by a 80 hours administrative training focused in credit management and administration. During training period (averaging 5 months) the beneficiaries received a monthly living allowance (based on class attendance) and food support.



Beneficiaries receiving traditional agriculture training (left picture) and practicing production techniques for organic fertilizers.

(3) Credit for land transfer and acquisition

ESAF		FMLN ¹		NP		TOTAL
ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED
5,931	2,879	21,836	7,940	0	544	27,767

Land transfer programs were not a target activity for this evaluation as defined in the attached approved scope of work.

(4) Productive agriculture credit and technical assistance

ESAF		FMLN ¹		NP		TOTAL
ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED
4,453	4,377	14,114	15,152	28	516	18,595

Agriculture productive credit programs were not a target activity for this evaluation as defined in the attached approved scope of work.

¹ Includes tenedores, a special civilian group related to the FMLN social base. Technically considered squatters in former conflictive areas, tenedores were not considered a target group for the evaluation of reinsertion support activities.

c) *Industrial and Services Track*

(1) Vocational training

ESAF		FMLN		NP		TOTAL
ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED
6,131	0	1,685	0	2,344	1,570	10,160

Vocational training comprised 360 hours technical preparation distributed approximately 75 % of the time in practical activities and the remaining 25 % in class studies. This phase was followed by a 160 hours administrative training focused in microenterprise creation, costs analysis and credit management. During training period (averaging 6 months) the beneficiaries received a monthly living allowance roughly equivalent to El Salvador's minimum wage.

Photographs showing the most requested training specialties are shown bellow.



Beneficiaries receiving automobile mechanics training



Beneficiaries attending to electronics (radio and TV) repair training course



General mechanics (ironworks) training course oriented to the construction industry.



Carpentry training course



Tailoring beneficiaries attending practical classes

(2) Microenterprise credits and technical assistance

ESAF		FMLN		NP		TOTAL
ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED
1,863	0	1,103	0	371	1,413	3,337



Credits for initiating microenterprises were awarded for beneficiaries with approval of technical training courses and upon presentation of a feasible investment plan and quotations for the proposed equipment and materials. The maximum amount for award represented roughly the equivalent of \$2,400 per person, usually disbursed in two phases. Several beneficiaries could associate to initiate bigger businesses.



d) **Academic Track**

The academic track included three different types of scholarships:

- Short term scholarships for technical studies;
- Mid term scholarships for finishing high school studies;
- Long term scholarships for university studies.

Beneficiary access to this benefit is shown in the following table:

ESAF		FMLN		NP		TOTAL
ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED	PENDING	ACCESSED
441	0	699	0	530	1,143	1,670

7. Approach, Methodology and Team Composition

This section presents the evaluation team's approach and methodology to satisfy the scope of work within the level of effort allocated. We follow with a description of how we defined and measured reinsertion, along with a discussion of our sources of data. We conclude with a description of our evaluation team listing each team member's responsibilities and qualifications.

a) An Internal Review of Impact

CAII performed this assessment of the impact of reinsertion programming through a scope of work approved by USAID/Salvador in August 1995. CAII proposed this scope of work as an unsolicited no-cost activity incorporated into the ongoing management of the 519-0394-A-3053-00 National Police Reintegration project.

To perform this internal review, CAII drew on in-house expertise available through three mechanisms.

- As implementers of reinsertion programming in El Salvador, we were thoroughly familiar with the issues surrounding these activities, allowing our team to hit the ground running with a minimal learning curve;
- Through our full-time Division of Communities in Transition, we brought exceptional expertise in reintegration programming worldwide, allowing our team to draw on experience in other regions;
- Through our full-time Analysis and Information Management Division, we brought depth of experience in evaluations in general and impact evaluations in particular, with particular expertise in defining and tracking impact.

Together our team was able to draw on these three resources to develop a data-driven report.

b) Approach

The team performed this evaluation of impact in four discrete phases during the period August through December 1995.

- *Phase 1:* we developed and secured approval for the scope of work and devised a methodology for fulfilling our mandate (August 1995);
- *Phase 2:* we collected and analyzed data from 1,000 respondents, comprising ex-combatants from ESAF, FMLN and the National Police as well as civilian and veteran control groups (September-November 1995);
- *Phase 3:* we held focus groups to derive qualitative data to supplement the quantitative analysis (November-December 1995);

- *Phase 4:* we presented our preliminary findings, lessons learned and recommendations to the USAID Mission in El Salvador and to the SRN, using the feedback obtained to finalize the impact evaluation reports (December 1995 - January 1996).

We relied on a six-pronged approach to assess the impact of the Government of El Salvador's initial reinsertion programming.

- ***Our evaluation is driven by data.*** We were careful to base all of our findings on hard data, and to link all lessons learned and recommendations to these data-driven findings. We did so because we believe that findings and recommendations based on speculation, beliefs or feelings and not grounded in verifiable data do not serve USAID in documenting the impact its activities;
- ***We focused on results.*** We asked a series of questions about the various reinsertion program options available to our ex-combatant populations; this information was vital to correlate reinsertion with benefits. At the same time, we did not focus our analysis, findings, lessons learned or recommendations on the specific benefit packages as such. Instead, we focused on the impact of reinsertion programming as a whole on the various ex-combatant populations in El Salvador as requested in our scope of work;
- ***We measured reinsertion using several yardsticks.*** We assessed ex-combatants' reinsertion *objectively* through a reinsertion index we developed to quantify social and economic reintegration. We also measured ex-combatant reinsertion *subjectively* by asking for ex-combatants' perceptions of their own reinsertion;
- ***We compared ex-combatants to civilians.*** Our scope of work asked us to assess the impact of reinsertion programming, and naturally, our research focused on ex-combatants. However, we also examined a group of civilians, representing, by definition, the standard for reintegration. With civilians as a control group, we measured a variety of social and economic indicators, and compared civilian results to ex-combatants to finalize our measurement of the impact of reinsertion programming;
- ***We assessed how reinsertion programming was designed, implemented and managed.*** We believe that results begin in the planning stage, when objectives are defined and benchmarks established for achieving these objectives. We therefore examined how reinsertion objectives were initially defined as well as how programming was implemented in order to derive lessons learned and make informed recommendations for future design, implementation and management of reinsertion programming.
- ***We stressed communication with the Mission and Government throughout the evaluation process.*** Team members kept the Mission and SRN informally and formally apprised of the evaluation's progress, preliminary findings and stumbling blocks throughout the evaluation process. We valued these key stakeholders' knowledgeable input into our findings and interpretations of data, and we believe that ongoing

communication with clients greatly facilitated the process of finalizing the evaluation reports.

c) Methodology

We took the following specific steps to implement the four phases of the impact evaluation.

- ***Phase 1: setting the stage for the impact evaluation (August 1995).***
 - We held a three-day initial Team Planning Meeting in San Salvador during which our Team Leader and Research Director developed the scope of work, approach, methodology, interview sample size, manpower requirements, workplan, timeline, and preliminary table of contents;
 - We presented and secured Mission approval for the scope of work, sample size, workplan, timeline, budget and initial table of contents;
 - We proposed a format and secured Mission approval for the final evaluation report: to enhance readability, major findings, lessons learned and recommendations are summarized up front, with details provided in appendices;
 - We defined social and economic reinsertion and developed corresponding indicators, discussed in further detail below;
 - We formulated a list of stakeholders and target populations to be interviewed — a list of our meetings is provided in a separate appendix;
 - We agreed that we needed two separate evaluation instruments, one for ex-combatants and members of our control groups, and another for donors, managers, implementers, Government, Mission and other stakeholders within reinsertion programming's enabling environment;
 - We developed a strategy for data collection, aiming for a sample of 1,000, including ex-combatants and control groups, to be covered by five field interviewers in four weeks;
 - We drafted our evaluation instruments, supplied in a separate appendix.
- ***Phase 2: quantitative data collection and analysis (September-November 1995).***
 - We developed a detailed interview guide and implemented a day-long training session for our field interviewers to ensure that data would be gathered consistently and comparably;



- We piloted the ex-combatant evaluation instrument and field interviewers;
- We refined the evaluation instrument on the basis of lessons learned during our pilot phase;
- We defined our control groups against which ex-combatant reinsertion could be measured, using civilians and veterans who received no reinsertion benefits as our two control groups;
- We administered the questionnaire throughout El Salvador to 1,008 ex-combatants and members of our two control groups, exceeding our target of 1,000 interviews;
- We administered our second questionnaire to a range of stakeholders, including reinsertion programming implementers, management teams and policy-makers within the Mission, Government, ex-combatant organizations, donor agencies and contractors;
- We developed a database through which to analyze our quantitative data and ensure data integrity — ultimately over 212,000 data elements were analyzed to constitute the basis for our findings;
- We devised templates to facilitate accurate data entry;
- We trained our Data Entry Clerk in entering data into our database;
- We performed a series of statistical analyses and cross-tabulations using the statistical software package SPSS® for Windows™;
- We examined our data to extrapolate our findings on the design and implementation of reinsertion programming in El Salvador;
- We devised a list of questions to be answered qualitatively through focus groups.
- ***Phase 3: qualitative data collection and analysis (November-December 1995):***
 - We developed guidelines for our focus groups;
 - We held three different focus groups with an average of 12 participants each;
 - We analyzed the qualitative information gleaned through the focus group process.
- ***Phase 4: finalizing the impact evaluation (December 1995 - January 1996):***

- We articulated our findings, lessons learned and recommendations on the design and implementation of reinsertion programming in El Salvador;
- We developed a two-hour presentation for Mission staff, outlining our methodology, key findings, lessons learned, and recommendations;
- We developed a similar presentation in Spanish for SRN policy-makers, managers and implementers;
- We solicited feedback from the Mission and SRN;
- We finalized the evaluation report in English and in Spanish.

(1) Defining and Measuring Impact

Our scope of work called for us to “conduct an evaluation of the socio-economic impact of the Government of El Salvador’s initial reinsertion programming.” We began by defining the key terms: *impact*, *social reinsertion* and *economic reinsertion*.

(2) Defining Social Reinsertion, Economic Reinsertion and Impact

We agreed upon the following definitions and indicators.

Impact is change. We distinguished between a project’s impact — change — and outcomes or immediate results. The hypothetical case below illustrates this differentiation.

“I used to be late with my work. Then I took a time management course. Now my work is on time because I know how to set priorities and make to-do lists.”

In this hypothetical example:

- The **subject** is the person who was always late;
 - The **input or intervention** is training;
 - The **outcome** is his ability to make to-do lists and set priorities;
 - The **impact** is the change in his work, from late to on time;
 - The **direct beneficiaries** from this input are supervisors and co-workers;
 - The **indirect beneficiaries** are the clinics which now receive vaccines on time, the health workers in these clinics who can now perform their duties as scheduled, and, ultimately, the children who are vaccinated, families whose children are healthier, mothers who are freed up for other activities, communities whose infant mortality rates decrease, and so on.
- In the evaluation of the impact of reinsertion programming in El Salvador, we addressed the change in a series of socio-economic indicators. We sought to identify those

changes in ex-combatants according to the following indicators of social and economic status.

- ***Social reinsertion*** can be summarized in the following indicators:
 - Increased community participation — increased family responsibilities; enhanced identity as community member above and beyond as ex-combatant; membership in non-military groups;
 - Enhanced civic interest and participation — voting; social awareness;
 - Improved perception of self — diminished risk to personal security; vision for future;
 - Civilian social skills — heightened role of individual in decision-making; friends outside of ex-combatant circle.
- ***Economic reinsertion*** can be summarized in the following indicators:
 - Increased income;
 - Vision for future — plans for economic activity; optimistic outlook for economic future.

(3) Measuring Reinsertion

We measured reinsertion according to three yardsticks.

- We developed a reinsertion index to quantify social and economic reinsertion according to the indicators cited previously, providing an *objective* measurement;
- We evaluated social and economic reinsertion *subjectively* by asking ex-combatants to provide their own assessment of their level of reintegration;
- We compared ex-combatant responses to *civilian* responses, on the grounds that civilians' levels of social and economic integration represented the desirable standard of integration as measured according to the above indicators.

(4) Defining the Reinsertion Index

The exploration for a correlation between specific benefits (and reinsertion programming as a whole) and the target groups' incorporation into civil society calls for the analysis of every reinsertion indicator for the social and economic areas, and a comparative analysis involving each of the sample segments and control groups. This implies a significant number of separate analyses and the risk of correlating specific benefits (interventions) to changes (impact) for isolated indicators, when social and economic reinsertion must be, by definition, holistically perceived and analyzed.

For this reason and in order to simplify the analysis of potentially hundreds of combinations of indicators, it has been necessary to quantify the reinsertion levels for groups and individuals through the calculation of a reinsertion index (RI). To be useful for reinsertion analysis, the RI should have the following characteristics:

- Should be constructed from the quantitative information collected through the survey mechanism which characterized the assumed social and economic indicators.
- Considering the lack of available indicative information regarding the ex-combatants social and economic situation at demobilization time, the RI must allow a for comparative analysis against the war-affected civilians, without including target group specific data.
- An indication of incorporation into mainstream society should exclude information related to reinsertion programming to allow for analysis of correlation between effects and causes.
- In order to isolate the influence of external factors from the interventions' related impact, the RI should consider change occurred in ex-combatants and in civilians situations and quantify differences.
- Factors included in the calculation of the RI should be weighted to avoid potential masking and misrepresentation of indicators.
- The RIs calculated for the demobilized should linearly follow their own subjective perception of reincorporation into civil life.

Considering these requirements, we proceeded to the identification of key questions in the census evaluation instrument. The parameters utilized included:

Ref.	Question	Indicates
67	Did you participate in your community activities before/during the conflict?	Change in participation rates after demobilization. Should show an increase. The actual measure is the difference between 68 and 67 and not the actual participation levels
68	Do you participate now?	
70	Who are your best friends?	Looks for rupture in the ex-combatants group identity. Ideally, the demobilized should relate to civilians and not limit himself to the "fighters" brotherhood.
71	Do you practice any sport in your community?	Integration rate in a culturally significant community event. The actual measure is the difference between 71 and 72 and not the actual participation levels.
72	Did you do it before?	
73	Do you think that your community has economically improved since peace?	Awareness of the community's situation and issues
74	What about your family?	Awareness and responsibility for the close family members.

75	What about yourself?	Increase in personal income. Social mobility.
76	How do you think you will be next year?	Perspective for better economic performance.
78	Have you voted the last elections?	Increase in the civic participation. It's not measure as a discrete answer but a change between 79 and 78.
79	Will you vote in the next elections?	
80	Do you feel that your personal security is better today than in wartime?	Increase in perception of personal security.
81	What about before the war?	Reference point for return to pre-war conditions in personal security.
82	Are you a member to any ex-combatant's organization?	Increase involvement in civil organizations as opposed as participation in ex-combatants' issues groups. Measure as difference in participation in 83 and 82 weighted against average for civilians in 83.
83	Are you a member to any community organization?	
84	Should you be president for a day, what would be your priorities?	Answers were clustered in several categories indicating awareness for national issues, community issues, personal issues or military issues.
93	Number of economic dependents	Family responsibilities and weighting for 99.
95	Occupation today	Reference for 96.
96	What do you think would be your occupation in two years?	Perception for economic growth.
97	Do you have a spouse?	Family responsibilities.
99	Monthly family income	Economic increase or improvement.
107	Would you discuss your answers in a focus group?	Dual function. Identification of candidates for qualitative analysis and openness for sustaining opinions and perceptions.

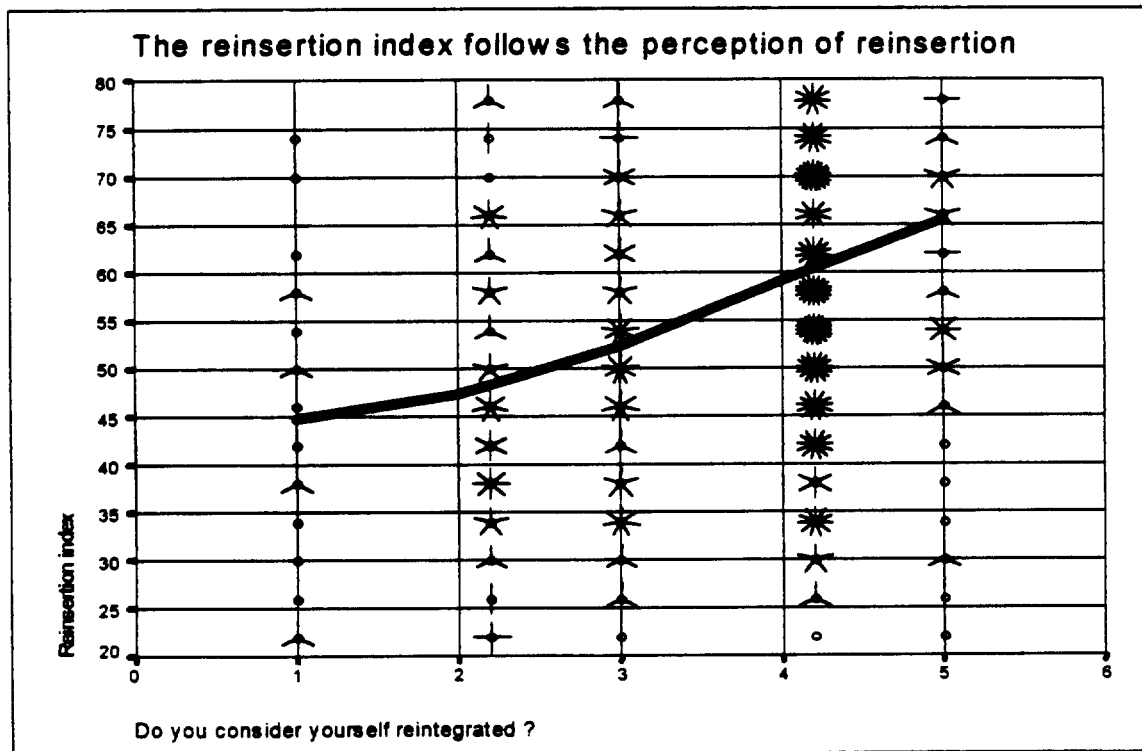
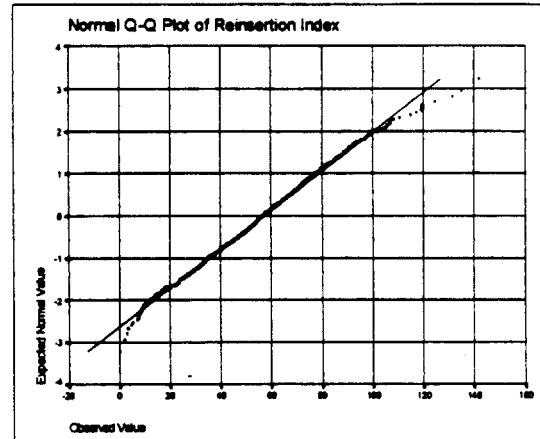
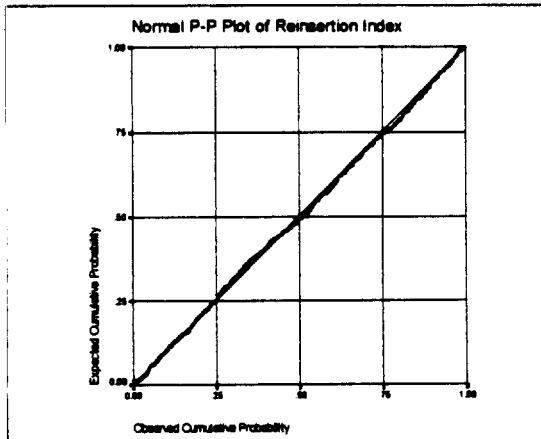
Once the key indicators were identified, a weighting mechanism was applied to level the different scales for each set of answers and combine them for scale ranging from a theoretical 0 to a potential 150. Then the reinsertion indexes were calculated for all cases, including the civilians as a reference point for target social and economic situation.

(5) Validating the Reinsertion Index

We used the following three statistical techniques to validate the objective reinsertion index:

- We calculated a normal P-P plot to test for normality in the distribution of cases;
- We calculated a normal Q-Q plot to test for normality in the distribution of clusters of cases;
- We compared linearity between the objective reinsertion index and the subjective measurement — respondents' perceptions of their reinsertion level.
- We tested for masking of variables which could be hidden by the weighting mechanism.
 1. In order to test for masking we generated a hypothetical data set with upper extreme, center and lower extreme values for the test parameters, directly from the survey databases.

2. We assigned a dichotomy for every parameter involved in the reinsertion index for "on/off" control of each of the intervening values.
3. We calculated the reinsertion index for all permutation of the dichotomy variables.
4. We sorted the resulting data set by increasing RI.
5. We used a RUNS¹ test in the dichotomies to identify clustering.
6. All dichotomies indicated higher clustering for the upper extreme data set, representing no masked variables.



¹ A one-sample non-parametric test for randomness in a dichotomous variable. Too many or too few runs can suggest a non-random (dependent) ordering.



(6) Sources of Data

Generic and specific data was collected by the team from several sources. Most documents provided quantitative information about reinsertion programming costs and numbers of beneficiaries served. Although some inconsistencies were noted according to different sources, specially in relation to the total potential numbers for each of the targeted beneficiary groups, assumptions were made to establish proper group representation in the quantitative survey. These assumptions are described in another appendix detailing the definition and description of our sample.

The most important information and data sources consulted for the evaluation included:

- Ex-combatants, through questionnaires and focus groups;
- Donors, GOES, implementers and ex-combatant's leadership interviews;
- GOES' information (Hacienda Ministry) on ESAF severance payments;
- SRN's databases on program access for the reinsertion activities and benefits;
- CREA's databases on National Police certification cards and program's access;
- UDAPAZ's databases on demobilized security forces;
- ESAF information on location of land transferred to demobilized;
- ONUSAL's military division reports on FMLN demobilization;
- F-16's information on FMLN demobilized locations;
- Reports from project's implementers with beneficiaries' access rates.

Complete lists of documents consulted and persons interviewed are provided in separate appendices.

d) Team Composition

The eight-member evaluation team was comprised as follows:

- **Team Leader and Evaluation Specialist Susan Votaw** was responsible for devising the methodology for collecting the data; leading in identifying indicators, sources of data, and lists of evaluation instruments; assisting in developing evaluation tools and questionnaires; participating in data analysis; contributing to findings, lessons learned and recommendations; writing portions of the final document; and managing the overall quality of the impact evaluation.

Ms. Votaw is a Senior Associate with Creative Associates International, Inc., Division of Analysis and Information Management. She brought the evaluation team her 18 years of experience designing, managing, evaluating, developing management information systems and leading teams for development projects; leadership in defining indicators of impact and in measuring project performance; experience with reintegration programming in Mozambique; and personal and professional experience in over 50 countries worldwide. She is conversant in Spanish and is a native English speaker.

- **Research Director Marcelo Fabre** was responsible for contributing to defining the evaluation team's methodology and approach; collaborating in defining performance indicators; developing evaluation instruments; participating in and overseeing the data collection process and personnel; analyzing all quantitative and qualitative data; holding in-country focus groups; contributing to the impact evaluation's findings, lessons learned and recommendations; writing portions of the final document; translating the evaluation into Spanish; and overseeing the final document's production in English and Spanish.

Mr. Fabre brought seven years of experience with all aspects of designing, implementing and managing reintegration programming in El Salvador and worldwide. Mr. Fabre has worked with ex-combatants, displaced persons, and communities undergoing a transition from war to peace. The evaluation benefited from Mr. Fabre's thorough knowledge and extensive network derived during his four years working as Creative Associates International's Chief of Party on projects with the National Police and ex-combatants in El Salvador. Mr. Fabre is thoroughly experienced in all aspects of database development, information management, statistical analysis, and in training computer users at all levels. Mr. Fabre speaks Spanish with native fluency and is bilingual in English.

- Five **Field Interviewers** participated in a training session to standardize the data collection methodology; and traveled throughout El Salvador to administer questionnaires to ex-combatants and civilian control groups.
- A **Data Entry Clerk** participated in a training session to learn how to enter data so that they could be readily submitted to statistical analysis; and entered all quantitative data into the impact evaluation database.

8. Workplan

WORKPLAN: IMPACT EVALUATION REINSERTION OF EX-COMBATANTS IN EL SALVADOR				
PHASE	GOALS	TASKS	MEETINGS	PRODUCTS
Phase 1 (8/21-23)	<ul style="list-style-type: none"> ♦ Gain understanding of reinsertion programming and Mission role; ♦ Devise team strategy; secure Mission approval; ♦ Understand Mission issues and concerns about reinsertion programming. 	<ul style="list-style-type: none"> ♦ Develop team strategy and approach; ♦ Finalize team requirements and composition; ♦ Develop workplan; ♦ Meet with Mission managers to gain consensus on workplan. 	<ul style="list-style-type: none"> ♦ Mission NRP managers. 	<ul style="list-style-type: none"> ♦ Approach to impact assessment; ♦ Workplan; ♦ Timeline; ♦ Preliminary Table of Contents.
Phase 2 (8/24-11/10)	<ul style="list-style-type: none"> ♦ Determine indicators of social and economic reinsertion; ♦ Understand status of existing data on reinsertion programming in El Salvador; ♦ Finalize team/train team in methodology and approach; ♦ Develop, pilot and refine questionnaires for ex-combatants and interview guides for all stakeholders; ♦ Collect data from stakeholders and from a minimum of 1000 ex-combatants; ♦ Develop system for processing and analyzing data. 	<ul style="list-style-type: none"> ♦ Determine impact indicators; ♦ Identify and summarize key NRP sectors of activity and intervention mechanisms; ♦ Assess existing data on ex-combatants, NRP interventions and ex-combatant reintegration into civilian life; ♦ Develop a list of sources of data for assessing impact; ♦ Develop questionnaires and interview guides for all stakeholder audiences; ♦ Recruit and train Field Interviewers; ♦ Field-test interview guides and interviewers; ♦ Refine questionnaire; ♦ Administer questionnaire to stakeholders and 1000 ex-combatants; ♦ Develop database for processing data; ♦ Train data entry clerk; ♦ Enter data into database for processing and analysis. 	<ul style="list-style-type: none"> ♦ Field interviewing team; ♦ Data entry clerk; ♦ Stakeholders; ♦ Ex-combatants. 	<ul style="list-style-type: none"> ♦ Revised impact evaluation outline.
Phase 3 (11/13-12/8)	<ul style="list-style-type: none"> ♦ Gain qualitative information to bolster quantitative findings. 	<ul style="list-style-type: none"> ♦ Perform statistical analyses of data collected; ♦ Select sub-groups; ♦ Develop focus group guides; ♦ Organize 4 focus groups; ♦ Compile data collected. 	<ul style="list-style-type: none"> ♦ Focus groups with ex-combatants. 	<ul style="list-style-type: none"> ♦ Updated Impact Evaluation outline.
Phase 4 (12/11-29)	<ul style="list-style-type: none"> ♦ Gain Mission approval for impact evaluation findings, lessons learned and recommendations; ♦ Finalize impact evaluation. 	<ul style="list-style-type: none"> ♦ Analyze all data; ♦ Articulate findings, lessons learned and recommendations; ♦ Check findings with stakeholders; ♦ Present impact evaluation to Mission managers; ♦ Finalize impact evaluation. 	<ul style="list-style-type: none"> ♦ 12/15: presentation to Mission. 	<ul style="list-style-type: none"> ♦ 12/31/95: final Impact Evaluation.

9. The Sample

a) Sample composition

- Different information sources could not agree on consistent numbers for different populations.
 - Assumptions were made based on the most accepted figures;
 - These figures represent different populations' definitions according to the data source. This means that some groups are counted in more than one category;
 - As an example, The Ministerio de Hacienda figure for severance payments includes groups later counted as separate populations for program implementation: BIRIS, Public security corps, National Guard, and others.
- The general assumptions for the evaluation were:

FMLN troops personnel:	8552 ¹
FMLN mid level commanders:	600 ²
FMLN non-combatant disabled:	2472 ¹
FMLN youth combatants:	850 ³
FMLN Political officers:	3983 ¹
ESAF regular troops:	19500 ⁴
ESAF Immediate reaction infantry battalions (BIRIS):	2100 ⁵
National Police:	4995 ⁶
National Police Administrative Personnel:	1100 ⁵
Anti-narcotics unit (DAN):	215 ⁵
Criminal investigation division (DIC):	110 ⁵
Public security corps (NP-II):	2208 ⁷

¹ Source: ONUSAL military division demobilization report.

² Source: Program quota agreed by the GOES for the mid level personnel reinsertion support.

³ Source: CREA's survey supporting the SRN's programming activities.

⁴ Source: Ministerio de Hacienda. Assumptions used for ESAF severance payment programming.

⁵ Source: UDAPAZ. Databases provided through NP-II program negotiations.

⁶ Source: National Police general directorate. Data supplied for benefits negotiation under PROARE-I.

⁷ Source: Database of beneficiaries accepted under the NP-II program.

- In order to establish a uniform representation throughout the sample, it was stratified to include several main target (experiential) groups and special control groups. These were defined as:

- **Experiential groups**

- The FMLN demobilized
 - The FMLN troops (*FMLN*)
 - The FMLN mid level commanders (*FMLN-600 or F-600*)
 - The FMLN youth combatants (*FMLN-850 or F-850*)
- The ESAF demobilized (*ESAF*)
- A special National Police group who resigned to benefits in NP-I program and later required assistance through the NP-II program. (*NP-II*)

- **Control groups**

- National Police demobilized (*NP-I*)
- Civilians
 - War affected civilians (*CIVIL*)
 - Veterans who participated in the conflict but did not qualify for reintegration benefits (*VETERANS*)

b) Sample Size

- Total groups sizes were adjusted for an assumed total that avoids double-counting caused by inconsistent group definitions in the different sources.
- A 2.90 percent of each sample group assumed size was used for initial calculations based in maximum sampling capacity allowed by timeframe and team composition:
 - Sizes calculated from the minimum 2.9 percent representation were rounded to facilitate tracking during census activities.
 - Samples requiring less than 50 cases were increased to this limit in order to reduce the sampling error originated by small numbers of respondents.

Type	Group	Assumed total	Unadjusted size	Targeted size	Actual size	Sub-group representation
Experiential	FMLN	8552	248	250	231	2.70 %
Experiential	FMLN-600	600	18	50	44	7.33 %
Experiential	FMLN-850	850	25	50	30	3.53 %
Experiential	ESAF	15500	450	450	412	2.66 %
Experiential	NP-II	787	23	50	47	5.97 %
Control	NP-I	4208	N/D	N/D	94	Control group
Control	CIVIL	N/D	N/D	75	75	Control group
Control	VETERANS	N/D	N/D	75	75	Control group
Total				1000	1008	2.85 %

N/D — Not defined.

- The final sample obtained represents an approximate of 2.85 percent of the assumed demobilized population in El Salvador.

c) The survey interviews

- A team of five interviewers was recruited and trained for the survey activity. The training included the elaboration of a complete "Interviewers' Guide" document, including descriptions and recommendations for each of the instrument's questions, interview techniques and logistics recommendations. A two day pilot activity, allowed for further refinements in the evaluation instrument questions and interviewers' performance.
- The survey instrument consisted of about 120 both open and closed questions. All the relevant quantitative information was pre-coded or tabulated for easier interpretation and consistent processing. The questionnaire was develop only in Spanish an is provided in a separate appendix.
- The team traveled to previously identified target areas in groups of two or three persons, where large concentrations of demobilized were expected. Once in the target area, the teams proceeded to recruit local authorities and/or local leadership support for identification and localization of potential survey candidates. Due to the self-selection characteristic of the survey population (an ex-combatant had to identify himself as such in order to be interviewed), an extremely high number of unsuccessful contacts was expected and considered into the survey's design.
- Throughout this ex-combatant "self-identification" process, samples were taken in formerly conflictive areas from civilian population who represented the civil perspective of social and economic factors in areas where ex-combatants have resettled. When a

civilian had active participation in the armed conflict, but chose not to demobilized or was ineligible for demobilization by the agreed criteria, we considered the civilian as a veteran. These are the interviews cataloged under the categories of *CIVILIANS* and *VETERANS*, used as control groups for the social and economic reference points. Even when the sampling of 150 civilians from the over 2 millions affected Salvadorans could be considered demeaning, they serve as a control indicator of the social and economic parameters of the areas where the ex-combatants have self-relocated.

- Each individual interview extended for an average of 30 minutes, depending primarily on the respondent's knowledge of reinsertion programs and actual benefits received.
- Even when each respondent had the option to answer the questionnaire anonymously, only an insignificant 0.2 percent of the surveyed population decided to take advantage of this option.

d) *Geographical dispersion*

- The survey was designed to have national coverage:
 - Over 60 different locations were visited in 12 departments;
 - Survey sites included:
 - Communities with high demobilized presence;
 - Agriculture farms transferred to demobilized;
 - Reinsertion services providers;
 - Popular public places such as markets, bus stations and parks;
 - Ex-combatants associations;
 - Universities where scholarship beneficiaries attend.
 - Most interviews were made directly by the survey team:
 - The NP-I control group and NP-II sample are an exception. These interviews were conducted by PROARE's project personnel because the target population is receiving benefits through that mechanism.
 - The civilian population sample was randomly selected from the former conflictive areas, mostly in Usulután, Morazán and Chalatenango departments from individuals self-identifying as specially affected by the conflict and residing in areas highly populated by ex-combatants.
- The following map shows the targeted areas for the survey activities and a list of visited sites, detailing the number of valid interviews obtained;



68

Location	Interviews
ADECUSEP	8
ADEFAES	21
ASAPROSAR	10
BANCO DE TIERRAS SAN SALVADOR	21
BANCO DE TIERRAS SAN VICENTE	24
BANCO DE TIERRAS SANTA TECLA	20
BFA AHUACHAPAN	26
BFA SAN SALVADOR	4
BRISAS DEL CAMPO	12
C. LOMAS DE ELIAS AHUACHAPAN	43
C. STA. GERTRUDIS SANTA ANA	6
CANTORA 2 SAN MIGUEL	2
CAPACITADORA SAN FCO. ASIS	9
CD. DE LOS NINOS SANTA ANA	9
CIUDADELA MANUEL UNGO	17
COLEGIO SAN JOSE SANTA ANA	22
COM. LA BURRA CTON. SAN LUCAS	12
COM. LA PLANTA JOCOAITIQUE	9
COM. LA SABANA	6
COM. LAS 3 MARIAS ILOBASCO	21
COM. LOS HEROES GUAZAPA	3
COM. NUEVO AMANECER	28
COM. SANTA ISABEL GUAZAPA	3
COM. SEGUNDO MONTES	24
COOP. SAN DIEGO	17
CTON. EL DELIRIO SAN MIGUEL	14
CTON. GUARJILA CHALATENANGO	11
CTON. RIO FRIO AHUACHAPAN	12
CTON. SAN RAFAEL TACUBA	13
CTRO. CAPAC. GUADALUPE AHUACH.	12
DADELIFA	11

Location	Interviews
EL PAISNAL	14
GRANJA AGAPE SONSONATE	3
HDA. SANTA GERTRUDIS	20
HDA. VENECIA AHUACHAPAN	21
INSTITUTO AGRICOLA AHUACHAPAN	3
INSTITUTO EMILIANI	6
IOPIC SAN SALVADOR	3
JOCOAITIQUE MORAZAN	9
LA PLANTA JOCOAITIQUE	6
LA SABANA	14
LAS VUELTAS CHALATENANGO	36
LOCAL DEL FMLN CHALATENANGO	14
MERCADITO SEGUNDO MONTES	7
PERQUIN MORAZAN	14
PROARE	74
QUEBRACHOS MORAZAN	27
RADIO SEGUNDO MONTES	2
SALINERA SALVADORENA USULUTAN	14
SALINERA EL PROGRESO USULUTAN	3
SALINERA LA SALVADORENA	4
SALINERA SARA Y ANA USULUTAN	9
SAN ANTONIO LOS RANCHOS	17
SAN CARLOS LEMPA SAN VICENTE	16
SAN JOSE LAS FLORES CHALATENAN.	14
SANTA ANA	8
SANTA MARTA SAN VICENTE	10
SANTA TECLA	9
SANTA TECLA OFICINA FMLN	4
UMA SAN SALVADOR	157
UNIVO SAN MIGUEL	20

10. Statistical Tabulations

a) Raw Analysis by our sub-sample groups

(1) Stratified random sample characterization

R089 Gender by STRATA (Stratification)

	Count Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
R089									
Male	1	145 62.8	404 98.1	45 95.7	39 88.6	25 83.3	99 66.0	77 81.9	834 82.7
	9	86 37.2	8 1.9	2 4.3	5 11.4	5 16.7	51 34.0	17 18.1	174 17.3
Female									
Column		231	412	47	44	30	150	94	1008
Total		22.9	40.9	4.7	4.4	3.0	14.9	9.3	100.0

Number of Missing Observations: 0

R001 Active conflict participation by STRATA (Stratification)

	Count Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
R001									
No	0	11 4.8	10 2.4	20 42.6	1 2.3		38 25.3	37 39.4	117 11.6
	1	220 95.2	402 97.6	27 57.4	43 97.7	30 100.0	112 74.7	57 60.6	891 88.4
Yes									
Column		231	412	47	44	30	150	94	1008
Total		22.9	40.9	4.7	4.4	3.0	14.9	9.3	100.0

Number of Missing Observations: 0

R002 On duty at Cease Fire by STRATA (Stratification)

	Count Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
R002									
No	0	33 14.3	26 6.3		6 13.6	2 6.7	91 60.7	5 5.3	163 16.2
	1	198 85.7	386 93.7	47 100.0	38 86.4	28 93.3	59 39.3	89 94.7	845 83.8
Yes									
Column		231	412	47	44	30	150	94	1008
Total		22.9	40.9	4.7	4.4	3.0	14.9	9.3	100.0

Number of Missing Observations: 0

R003 Demobilized by STRATA (Stratification)

Count Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
	1	2	3	4	5	6	9	

R003										
	0	29	19		2	2	90	3	145	
No		12.6	4.6		4.5	6.7	60.0	3.2	14.4	
	1	202	393	47	42	28	60	91	863	
Yes		87.4	95.4	100.0	95.5	93.3	40.0	96.8	85.6	
	Column	231	412	47	44	30	150	94	1008	
	Total	22.9	40.9	4.7	4.4	3.0	14.9	9.3	100.0	

Number of Missing Observations: 0

R004 Has been PNC by STRATA (Stratification)

	Count									
	Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I		Row
		1	2	3	4	5	6	9		Total
R004										
	0	227	409	46	43	30	150	79	984	
No		98.3	99.3	97.9	97.7	100.0	100.0	84.0	97.6	
	1	4	3	1	1			15	24	
Yes		1.7	.7	2.1	2.3			16.0	2.4	
	Column	231	412	47	44	30	150	94	1008	
	Total	22.9	40.9	4.7	4.4	3.0	14.9	9.3	100.0	

Number of Missing Observations: 0

R005 Specially affected by STRATA (Stratification)

	Count									
	Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I		Row
		1	2	3	4	5	6	9		Total
R005										
	0	71	256	28	17	10	7	55	444	
No		30.7	62.1	59.6	38.6	33.3	4.7	58.5	44.0	
	1	160	156	19	27	20	143	39	564	
Yes		69.3	37.9	40.4	61.4	66.7	95.3	41.5	56.0	
	Column	231	412	47	44	30	150	94	1008	
	Total	22.9	40.9	4.7	4.4	3.0	14.9	9.3	100.0	

Number of Missing Observations: 0

R005 Specially affected by R089 Gender

	Count				
	Col Pct	Male	Female		Row
		1	9		Total
R005					
	0	403	41	444	
No		48.3	23.6	44.0	
	1	431	133	564	
Yes		51.7	76.4	56.0	
	Column	834	174	1008	
	Total	82.7	17.3	100.0	

Number of Missing Observations: 0

(2) Agriculture toolkits

r006 Reception of Ag. Toolkits by STRATA (Stratification)

	Count Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
R006									
No	0	127 55.0	199 48.3	45 95.7	29 65.9	3 10.0	98 65.3	83 88.3	584 57.9
Yes	1	104 45.0	213 51.7	2 4.3	15 34.1	27 90.0	52 34.7	11 11.7	424 42.1
Column Total		231 22.9	412 40.9	47 4.7	44 4.4	30 3.0	150 14.9	94 9.3	1008 100.0

Number of Missing Observations: 0

R007 Still has ag. tools

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
None	1	7	1.7	1.7	1.7
Less than 3	2	18	4.2	4.3	6.0
Between 4 and 6	3	68	16.0	16.2	22.1
Between 7 and 9	4	45	10.6	10.7	32.9
More than 9	5	282	66.5	67.1	100.0
N/A	0	4	.9	Missing	
Total		424	100.0	100.0	

Valid cases 420 Missing cases 4

R008 How many used

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
None	1	22	5.2	5.3	5.3
Less than 3	2	54	12.7	13.0	18.4
Between 4 and 6	3	109	25.7	26.3	44.7
Between 7 and 9	4	39	9.2	9.4	54.1
More than 9	5	190	44.8	45.9	100.0
N/A	0	10	2.4	Missing	
Total		424	100.0	100.0	

Valid cases 414 Missing cases 10

R009 Main usage

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Agriculture	1	268	63.2	63.5	63.5
Construction	2	24	5.7	5.7	69.2
General	3	115	27.1	27.3	96.4
No usage	4	15	3.5	3.6	100.0
N/A	0	2	.5	Missing	
Total		424	100.0	100.0	

Valid cases 422 Missing cases 2

R010 Satisfaction upon reception

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
-------------	-------	-----------	---------	------------------	----------------

Very unsatisfied	1	10	2.4	2.4	2.4
Unsatisfied	2	27	6.4	6.4	8.8
Fair	3	82	19.3	19.5	28.3
Satisfied	4	247	58.3	58.7	86.9
Very satisfied	5	55	13.0	13.1	100.0
N/A	0	3	.7	Missing	
Total		424	100.0	100.0	

Valid cases 421 Missing cases 3

R011 Usability

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very low	1	20	4.7	4.9	4.9
Low	2	15	3.5	3.6	8.5
Medium	3	58	13.7	14.1	22.6
High	4	282	66.5	68.6	91.2
Very high	5	36	8.5	8.8	100.0
N/A	0	13	3.1	Missing	
Total		424	100.0	100.0	

Valid cases 411 Missing cases 13

R012 Had to buy additional tools ?

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very few	1	212	50.0	64.4	64.4
Few	2	68	16.0	20.7	85.1
Some	3	31	7.3	9.4	94.5
Many	4	18	4.2	5.5	100.0
N/A	0	95	22.4	Missing	
Total		424	100.0	100.0	

Valid cases 329 Missing cases 95

(3) Household effects packages

R013 Reception of household effects by STRATA (Stratification)

Count		FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
Col	Pct	1	2	3	4	5	6	9	
R013									
No	0	109	411	47	20	5	100	94	786
		47.2	99.8	100.0	45.5	16.7	66.7	100.0	78.0
Yes	1	122	1		24	25	50		222
		52.8	.2		54.5	83.3	33.3		22.0
Column Total		231	412	47	44	30	150	94	1008
		22.9	40.9	4.7	4.4	3.0	14.9	9.3	100.0

Number of Missing Observations: 0

A014 Usage

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Personal	1	129	58.1	60.0	60.0
Direct family	2	79	35.6	36.7	96.7
Cash	4	3	1.4	1.4	98.1
Gifts	5	4	1.8	1.9	100.0
N/A	0	7	3.2	Missing	
Total		222	100.0	100.0	

Valid cases 215 Missing cases 7

R015 Satisfaction upon reception

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very unsatisfied	1	12	5.4	5.6	5.6
Unsatisfied	2	18	8.1	8.3	13.9
Fair	3	69	31.1	31.9	45.8
Satisfied	4	112	50.5	51.9	97.7
Very satisfied	5	5	2.3	2.3	100.0
N/A	0	6	2.7	Missing	
Total		222	100.0	100.0	

Valid cases 216 Missing cases 6

R016 Satisfaction today

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very unsatisfied	1	18	8.1	8.5	8.5
Unsatisfied	2	58	26.1	27.4	35.8
Fair	3	51	23.0	24.1	59.9
Satisfied	4	85	38.3	40.1	100.0
N/A	0	10	4.5	Missing	
Total		222	100.0	100.0	

Valid cases 212 Missing cases 10

R017 Usability

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
-------------	-------	-----------	---------	---------------	-------------

Very low	1	6	2.7	2.8	2.8
Low	2	18	8.1	8.3	11.1
Fair	3	41	18.5	19.0	30.1
High	4	139	62.6	64.4	94.4
Very high	5	12	5.4	5.6	100.0
N/A	0	6	2.7	Missing	
Total		222	100.0	100.0	

Valid cases 216 Missing cases 6

R018 Different packages preference

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
No	0	149	67.1	67.1	67.1
Yes	1	73	32.9	32.9	100.0
Total		222	100.0	100.0	

Valid cases 222 Missing cases 0

(4) Other pre-demobilization support

R019 Had other support outside NRP ? by STRATA (Stratification)

		Count								Row
		Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Total
			1	2	3	4	5	6	9	
R019										
	No	0	217	383	46	36	30	140	86	938
			93.9	93.0	97.9	81.8	100.0	93.3	91.5	93.1
	Yes	1	14	29	1	8		10	8	70
			6.1	7.0	2.1	18.2		6.7	8.5	6.9
Column			231	412	47	44	30	150	94	1008
Total			22.9	40.9	4.7	4.4	3.0	14.9	9.3	100.0

Number of Missing Observations: 0

(5) Severance payments (indemnification)

Group \$GROUP Who should be indemnified ?

Dichotomy label	Name	Count	Pct of Responses	Pct of Cases
ESAF	A020	609	17.5	70.1
NP	B020	516	14.8	59.4
FMLN	C020	474	13.6	54.5
CUSEP	D020	501	14.4	57.7
Disabled	E020	564	16.2	64.9
War victims	F020	425	12.2	48.9
Orphans	G020	348	10.0	40.0
Nobody	H020	1	.0	.1
Others	I020	50	1.4	5.8
Total responses		3488	100.0	401.4

139 missing cases; 869 valid cases

* * * C R O S S T A B U L A T I O N * * *

 \$GROUP (tabulating 1) Who should be indemnified ?
 by STRATA (Stratification)

Count		FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
\$GROUP	A020	86	354	41	19	11	17	81	609
	ESAF								70.1
NP	B020	72	284	44	13	10	12	81	516
									59.4
FMLN	C020	102	216	33	21	15	22	65	474
									54.5
CUSEP	D020	69	285	41	12	10	11	73	501
									57.7
Disabled	E020	153	187	41	34	23	57	69	564
									64.9
War victims	F020	132	135	36	29	7	34	52	425
									48.9
Orphans	G020	107	96	32	28	8	36	41	348
									40.0
Nobody	H020	1	0	0	0	0	0	0	1
									.1
Others	I020	8	30	0	2	5	1	4	50
									5.8
Column Total		195	398	47	43	29	63	94	869
		22.4	45.8	5.4	4.9	3.3	7.2	10.8	100.0

Percents and totals based on respondents

869 valid cases; 139 missing cases

R021 Reception of severance payment by STRATA (Stratification)

Count	Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	Total

R021										
Not entitled	1	134 87.0	41 11.1		20 71.4	10 100.0	34 77.3	9 9.7	248 33.2	
Don't know how	2	10 6.5	34 9.2		3 10.7		2 4.5		49 6.6	
Not requested	3	4 2.6	47 12.7		2 7.1			1 1.1	54 7.2	
Pending	4	4 2.6	36 9.7		2 7.1		2 4.5	4 4.3	48 6.4	
Did receive it	5	2 1.3	213 57.4	47 100.0	1 3.6		6 13.6	79 84.9	348 46.6	
Column Total		154 20.6	371 49.7	47 6.3	28 3.7	10 1.3	44 5.9	93 12.4	747 100.0	

Number of Missing Observations: 261

Group \$EXP Expectations for cash usage

Category label	Code	Count	Pct of Responses	Pct of Cases
Pay debts	1	81	14.5	23.4
Basic needs	2	167	30.0	48.3
Productive investment	3	134	24.1	38.7
Savings	4	63	11.3	18.2
No plans	5	52	9.3	15.0
Others	6	60	10.8	17.3
Total responses		557	100.0	161.0

2 missing cases; 346 valid cases

Group \$USA Actual usage

Category label	Code	Count	Pct of Responses	Pct of Cases
Pay debts	1	93	16.0	26.8
Basic needs	2	211	36.4	60.8
Productive investment	3	107	18.4	30.8
Savings	4	69	11.9	19.9
Don't know	5	11	1.9	3.2
Others	6	89	15.3	25.6
Total responses		580	100.0	167.1

1 missing cases; 347 valid cases

Group \$REASON Reasons for receiving it

Category label	Code	Count	Pct of Responses	Pct of Cases
Being combatants	1	178	27.6	51.3
Loosing job	2	176	27.3	50.7
Peace accords	3	232	36.0	66.9
Temporary compensation	4	43	6.7	12.4
Don't know	5	12	1.9	3.5
Other	6	4	.6	1.2
Total responses		645	100.0	185.9

1 missing cases; 347 valid cases

R025 Expected sever. to be a solution ?

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
-------------	-------	-----------	---------	---------------	-------------

Very little	1	92	26.4	27.1	27.1
Little	2	106	30.5	31.3	58.4
Fair	3	90	25.9	26.5	85.0
Much	4	45	12.9	13.3	98.2
Very much	5	6	1.7	1.8	100.0
N/A	0	9	2.6	Missing	

Total	348	100.0	100.0
-------	-----	-------	-------

Valid cases 339 Missing cases 9

R026 Was sever. a solution ?

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Very little	1	90	25.9	26.7	26.7
Little	2	103	29.6	30.6	57.3
Fair	3	93	26.7	27.6	84.9
Much	4	46	13.2	13.6	98.5
Very much	5	5	1.4	1.5	100.0
N/A	0	11	3.2	Missing	
Total		348	100.0	100.0	

Valid cases 337 Missing cases 11

R025 Expected sever. to be a solution ? by R026 Was sever. a solution ?

		Count						Row Total
			Very lit	Little	Fair	Much	Very muc h	
			1	2	3	4	5	
R025								
Very little	1	58	17	11	2			88
								26.5
Little	2	11	67	23	3			104
								31.3
Fair	3	7	17	53	10	2		89
								26.8
Much	4	8	2	6	29			45
								13.6
Very much	5	1			2	3		6
								1.8
Column		85	103	93	46	5		332
Total		25.6	31.0	28.0	13.9	1.5		100.0

Number of Missing Observations: 16

(6) Vocational counseling

R028 Vocational counseling by STRATA (Stratification)

	Count Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
R028									
No	0	201 87.0	350 85.0		32 72.7	30 100.0	145 96.7	10 10.6	768 76.2
Yes	1	30 13.0	62 15.0	47 100.0	12 27.3		5 3.3	84 89.4	240 23.8
Column Total		231 22.9	412 40.9	47 4.7	44 4.4	30 3.0	150 14.9	94 9.3	1008 100.0

Number of Missing Observations: 0

R030 Who explained by STRATA (Stratification)

	Count Col Pct	FMLN	ESAF	NP-II	F-600	Civil	NP-I	Row Total
		1	2	3	4	6	9	
R030								
GOES	1		6 12.5	3 6.4		1 25.0	1 1.2	11 5.1
FMLN	2	12 52.2			4 36.4	2 50.0		18 8.3
ESAF	3	1 4.3	25 52.1	3 6.4	1 9.1			30 13.8
CREA	4		6 12.5	41 87.2			83 98.8	130 59.9
Troops	5	4 17.4			2 18.2			6 2.8
Others	6	6 26.1	11 22.9		4 36.4	1 25.0		22 10.1
Column Total		23 10.6	48 22.1	47 21.7	11 5.1	4 1.8	84 38.7	217 100.0

Number of Missing Observations: 23

R031 Was the expl. correct ? by R030 Who explained

	Count Row Pct Col Pct	GOES	FMLN	ESAF	CREA	Troops	Others	Row Total
		1	2	3	4	5	6	
R031								
Very low	1			4 23.5 13.3	10 58.8 7.8	1 5.9 16.7	2 11.8 9.5	17 7.9
Low	2	5 20.8 45.5		4 16.7 13.3	14 58.3 10.9		1 4.2 4.8	24 11.2
Fair	3	2 7.1 18.2	7 25.0 38.9	3 10.7 10.0	13 46.4 10.2	2 7.1 33.3	1 3.6 4.8	28 13.1
	4	3	10	15	81	3	15	127

High		2.4	7.9	11.8	63.8	2.4	11.8	59.3	
		27.3	55.6	50.0	63.3	50.0	71.4		
Very high	5		1	1	4	10		2	18
			5.6	5.6	22.2	55.6		11.1	8.4
			9.1	5.6	13.3	7.8		9.5	
			Column Total		11	18	30	128	6
		Total	5.1	8.4	14.0	59.8	2.8	9.8	100.0

Number of Missing Observations: 26

R032 Was it useful ? by R030 Who explained

		Count Row Pct Col Pct	GOES	FMLN	ESAF	CREA	Troops	Others	Row Total
			1	2	3	4	5	6	
R032									
Very low	1			3	6				9
				33.3	66.7				4.2
				10.0	4.7				
Low	2	5	1	2	4	1	1	14	
		35.7	7.1	14.3	28.6	7.1	7.1	6.5	
		45.5	5.6	6.7	3.1	16.7	4.8		
Fair	3	1		3	16	1	2	23	
		4.3		13.0	69.6	4.3	8.7	10.7	
		9.1		10.0	12.4	16.7	9.5		
High	4	4	17	12	84	4	15	136	
		2.9	12.5	8.8	61.8	2.9	11.0	63.3	
		36.4	94.4	40.0	65.1	66.7	71.4		
Very high	5	1		10	19		3	33	
		3.0		30.3	57.6		9.1	15.3	
		9.1		33.3	14.7		14.3		
Column Total		11	18	30	129	6	21	215	
		5.1	8.4	14.0	60.0	2.8	9.8	100.0	

Number of Missing Observations: 25

R033 Coincidence of selection vs. recept. by R030 Who explained

		Count Row Pct Col Pct	GOES	FMLN	ESAF	CREA	Troops	Others	Row Total
			1	2	3	4	5	6	
R033									
Very low	1		1	7	6		2		16
			6.3	43.8	37.5		12.5		7.6
			5.6	24.1	4.8		9.5		
Low	2	2	1	1	8	2			14
		14.3	7.1	7.1	57.1	14.3			6.6
		18.2	5.6	3.4	6.3	33.3			
Fair	3	2	4	2	24	1	3		36
		5.6	11.1	5.6	66.7	2.8	8.3		17.1
		18.2	22.2	6.9	19.0	16.7	14.3		
High	4	4	11	12	74	3	12		116
		3.4	9.5	10.3	63.8	2.6	10.3		55.0
		36.4	61.1	41.4	58.7	50.0	57.1		
Very high	5	3	1	7	14		4		29
		10.3	3.4	24.1	48.3		13.8		13.7
		27.3	5.6	24.1	11.1		19.0		
Column Total			11	18	29	126	6	21	211
			5.2	8.5	13.7	59.7	2.8	10.0	100.0

Number of Missing Observations: 29

R034 Opinion about counseling upon reception by R030 Who explained

	Count Row Pct Col Pct	GOES	FMLN	ESAF	CREA	Troops	Others	Row Total
		1	2	3	4	5	6	
R034								
Waste of time	1	5		5	8		4	22
		22.7		22.7	36.4		18.2	10.3
		45.5		16.7	6.2		19.0	
Doesn't help	2	1		4	4		1	10
		10.0		40.0	40.0		10.0	4.7
		9.1		13.3	3.1		4.8	
Helps	3	2	7	5	25	1	3	43
		4.7	16.3	11.6	58.1	2.3	7.0	20.1
		18.2	38.9	16.7	19.4	20.0	14.3	
Good	4	3	10	13	64	4	13	107
		2.8	9.3	12.1	59.8	3.7	12.1	50.0
		27.3	55.6	43.3	49.6	80.0	61.9	
Very good	5		1	3	28			32
			3.1	9.4	87.5			15.0
			5.6	10.0	21.7			
Column Total		11	18	30	129	5	21	214
		5.1	8.4	14.0	60.3	2.3	9.8	100.0

Number of Missing Observations: 26

R035 Opinion about counseling today by R030 Who explained

	Count Row Pct Col Pct	GOES	FMLN	ESAF	CREA	Troops	Others	Row Total
		1	2	3	4	5	6	
R035								
Waste of time	1			1				1
				100.0				.5
				3.3				
Doesn't help	2		2	1			3	6
			33.3	16.7			50.0	2.8
			11.1	3.3			14.3	
Helps	3	2	5	7	12	1	2	29
		6.9	17.2	24.1	41.4	3.4	6.9	13.5
		18.2	27.8	23.3	9.2	20.0	9.5	
Good	4	7	11	14	54	4	13	103
		6.8	10.7	13.6	52.4	3.9	12.6	47.9
		63.6	61.1	46.7	41.5	80.0	61.9	
Very good	5	2		7	64		3	76
		2.6		9.2	84.2		3.9	35.3
		18.2		23.3	49.2		14.3	
Column Total		11	18	30	130	5	21	215
		5.1	8.4	14.0	60.5	2.3	9.8	100.0

Number of Missing Observations: 25

R034 Opinion about counseling upon reception by R035 Opinion about counseling today

Count	Waste of	Doesn't	Helps	Good	Very goo
-------	----------	---------	-------	------	----------

		time help d					Row Total
		1	2	3	4	5	
R034							
	1		2	3	10	7	22
Waste of time							10.2
	2			4	4	2	10
Doesn't help							4.7
	3		2	13	23	5	43
Helps							20.0
	4	1	2	8	63	34	108
Good							50.2
	5			1	4	27	32
Very good							14.9
Column Total		1 .5	6 2.8	29 13.5	104 48.4	75 34.9	215 100.0

Number of Missing Observations: 25

R036 Change of expect. after counseling by STRATA (Stratification)

	Count Col Pct	FMLN ESAF NP-II F-600 Civil NP-I						Row Total
		1	2	3	4	6	9	
R036								
	0	13	22	5	2	3	8	53
No		43.3	35.5	10.6	16.7	60.0	9.5	22.1
	1	17	40	42	10	2	76	187
Yes		56.7	64.5	89.4	83.3	40.0	90.5	77.9
Column Total		30 12.5	62 25.8	47 19.6	12 5.0	5 2.1	84 35.0	240 100.0

Number of Missing Observations: 0

R036 Change of expect. after counseling by R030 Who explained

	Count Col Pct	GOES FMLN ESAF CREA Troops Others						Row Total
		1	2	3	4	5	6	
R036								
	0	1	7	6	13	2	4	33
No		9.1	38.9	20.0	10.0	33.3	18.2	15.2
	1	10	11	24	117	4	18	184
Yes		90.9	61.1	80.0	90.0	66.7	81.8	84.8
Column Total		11 5.1	18 8.3	30 13.8	130 59.9	6 2.8	22 10.1	217 100.0

Number of Missing Observations: 23

(7) Vocational training

R040 Duration of training by STRATA (Stratification)

Count									Row Total
Col	Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	
		1	2	3	4	5	6	9	
R040	1	1 .9	5 3.0		1 4.5				7 1.8
	2	3 2.8	2 1.2		1 4.5				6 1.6
	3	9 8.3	66 39.1		2 9.1		1 2.3		78 20.4
	4	11 10.2	8 4.7	1 33.3	2 9.1	2 9.1	3 7.0	1 6.3	28 7.3
	5	30 27.8	53 31.4	1 33.3	6 27.3	5 22.7	22 51.2	3 18.8	120 31.3
	6	31 28.7	19 11.2	1 33.3	7 31.8	8 36.4	11 25.6	12 75.0	89 23.2
	7	1 .9	1 .6				1 2.3		3 .8
	8	3 2.8	1 .6		1 4.5		1 2.3		6 1.6
	9	1 .9				2 9.1	1 2.3		4 1.0
	10				1 4.5				1 .3
	11	12 11.1	9 5.3			5 22.7	2 4.7		28 7.3
	12	6 5.6	5 3.0		1 4.5		1 2.3		13 3.4
Column Total		108 28.2	169 44.1	3 .8	22 5.7	22 5.7	43 11.2	16 4.2	383 100.0
Number of Missing Observations: 3									

R042 Had previous knowledge ? by STRATA (Stratification)

Count									Row Total
Col	Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	
		1	2	3	4	5	6	9	
R042	1 Very little	40 40.8	38 23.0	1 50.0	8 40.0	6 46.2	15 39.5	2 15.4	110 31.5
	2 Little	30 30.6	47 28.5	1 50.0	3 15.0	3 23.1	12 31.6	4 30.8	100 28.7
	3 Fair	18 18.4	36 21.8		7 35.0	3 23.1	7 18.4	3 23.1	74 21.2
	4 Much	8 8.2	44 26.7		2 10.0	1 7.7	4 10.5	2 15.4	61 17.5
	5 Very much	2 2.0						2 15.4	4 1.1
Column Total		98 28.1	165 47.3	2 .6	20 5.7	13 3.7	38 10.9	13 3.7	349 100.0

Number of Missing Observations: 37

R043 Feels more prepared after training? by STRATA (Stratification)

	Count Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
R043									
Little	2	2 1.8	1 .6				1 2.4	1 6.3	5 1.3
Fair	3	21 19.3	7 4.1		2 9.1	1 4.5	3 7.1	3 18.8	37 9.7
Much	4	74 67.9	147 87.0	3 100.0	18 81.8	21 95.5	35 83.3	7 43.8	305 79.6
Very much	5	12 11.0	14 8.3		2 9.1		3 7.1	5 31.3	36 9.4
Column Total		109 28.5	169 44.1	3 .8	22 5.7	22 5.7	42 11.0	16 4.2	383 100.0

Number of Missing Observations: 3

R044 Needs more training ? by STRATA (Stratification)

	Count Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
R044									
No	1	3 2.8	13 7.7		1 4.5	3 13.6	1 2.4	4 26.7	25 6.5
Very little	2	11 10.1	8 4.7		3 13.6	2 9.1	4 9.5	3 20.0	31 8.1
Little	3	18 16.5	21 12.4		1 4.5	3 13.6	7 16.7	2 13.3	52 13.6
Some	4	69 63.3	98 58.0	3 100.0	11 50.0	14 63.6	25 59.5	6 40.0	226 59.2
A lot	5	8 7.3	29 17.2		6 27.3		5 11.9		48 12.6
Column Total		109 28.5	169 44.2	3 .8	22 5.8	22 5.8	42 11.0	15 3.9	382 100.0

Number of Missing Observations: 4

R045 Would you take it without living allowance ? by STRATA (Stratification)

	Count Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
R045									
Can not	1	8 7.3	36 21.7	2 66.7	2 9.1	1 4.5	2 4.8	4 26.7	55 14.5
No	2	34 31.2	49 29.5		4 18.2	2 9.1	20 47.6	7 46.7	116 30.6
Maybe	3	27 24.8	34 20.5		4 18.2	4 18.2	8 19.0	1 6.7	78 20.6
Yes	4	37 33.9	41 24.7	1 33.3	4 18.2	14 63.6	9 21.4	2 13.3	108 28.5

Of course	5	3	6		8	1	3	1	22
		2.8	3.6		36.4	4.5	7.1	6.7	5.8
Column		109	166	3	22	22	42	15	379
Total		28.8	43.8	.8	5.8	5.8	11.1	4.0	100.0

Number of Missing Observations: 7

R038 Type of training by STRATA (Stratification)

Count	Col	Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row
			1	2	3	4	5	6	9	Total
R038	101	6	1				2	3		12
		5.5	.6				9.1	6.8		3.1
	102	2					1			3
		1.8					4.5			.8
	103	3				3	1			7
		2.8				13.6	4.5			1.8
	104		2			1	1	1		5
			1.2			4.5	4.5	2.3		1.3
	105	8								8
		7.3								2.1
	106	1	1	1				1		4
		.9	.6	33.3				2.3		1.0
	108	2	2				1			5
		1.8	1.2				4.5			1.3
	110								1	1
									6.3	.3
	111		1			1				2
			.6			4.5				.5
	112	3	4			1	1	2	3	14
		2.8	2.4			4.5	4.5	4.5	18.8	3.6
	113					1				1
						4.5				.3
	114	1	1			1	1	2	1	7
		.9	.6			4.5	4.5	4.5	6.3	1.8
	117	4		1			1	1		7
		3.7		33.3			4.5	2.3		1.8
	127	1								1
		.9								.3
	128	5	1			4		2		12
		4.6	.6			18.2		4.5		3.1
	199	5	2					1		8
		4.6	1.2					2.3		2.1
	201	67	149	1	9	13	31	10		280
		61.5	87.6	33.3	40.9	59.1	70.5	62.5		73.5
	202	1	2		1				1	5
		.9	1.2		4.5				6.3	1.3
Column		109	170	3	22	22	44	16		386
Total		28.2	44.0	.8	5.7	5.7	11.4	4.1		100.0

Number of Missing Observations: 0

(8) Scholarships

R047 Reception of scholarships by STRATA (Stratification)

Count									Row Total
Col	Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	
		1	2	3	4	5	6	9	
R047									
No	0	161 69.7	317 76.9	45 95.7	26 59.1	30 100.0	148 98.7	19 20.2	746 74.0
Yes	1	70 30.3	95 23.1	2 4.3	18 40.9		2 1.3	75 79.8	262 26.0
Column		231	412	47	44	30	150	94	1008
Total		22.9	40.9	4.7	4.4	3.0	14.9	9.3	100.0

Number of Missing Observations: 0

R092 Educational level for scholarship beneficiaries

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Ninth grade	9	5	1.9	1.9	1.9
First year bach.	10	7	2.7	2.7	4.6
Second year bach.	11	10	3.8	3.8	8.4
University	20	184	70.2	70.2	78.6
Univ. elementary	30	52	19.8	19.8	98.5
Univ. graduate	40	4	1.5	1.5	100.0
Total		262	100.0	100.0	

Valid cases 262 Missing cases 0

R049 Duration (Months)

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	10	1	.4	.4	.4
	13	1	.4	.4	.8
	20	1	.4	.4	1.1
	24	9	3.4	3.4	4.6
	30	2	.8	.8	5.3
	32	1	.4	.4	5.7
	36	58	22.1	22.1	27.9
	42	1	.4	.4	28.2
	48	10	3.8	3.8	32.1
	50	1	.4	.4	32.4
	54	3	1.1	1.1	33.6
	60	169	64.5	64.5	98.1
	66	4	1.5	1.5	99.6
	92	1	.4	.4	100.0
Total		262	100.0	100.0	

Valid cases 262 Missing cases 0

R051 Satisfaction with scholarship by STRATA (Stratification)

Count								Row Total
Col	Pct	FMLN	ESAF	NP-II	F-600	Civil	NP-I	
		1	2	3	4	6	9	
R051								
Very unhappy	1	9 13.2			2 11.8		3 4.0	14 5.4

Unhappy	2	16	4	1	4	1	6	32
		23.5	4.3	50.0	23.5	50.0	8.0	12.4
Fair	3	16	22		3		12	53
		23.5	23.4		17.6		16.0	20.5
Happy	4	23	58	1	6	1	46	135
		33.8	61.7	50.0	35.3	50.0	61.3	52.3
Very happy	5	4	10		2		8	24
		5.9	10.6		11.8		10.7	9.3
Column Total		68	94	2	17	2	75	258
		26.4	36.4	.8	6.6	.8	29.1	100.0

Number of Missing Observations: 4

(9) Demobilization benefits (general)

Group \$BENEF Access to demobilization benefits

Dichotomy label	Name	Count	Pct of Responses	Pct of Cases
Civil documents	A053	1	.0	.1
Ag. toolkits	B053	400	18.6	48.5
Household effects	C053	209	9.7	25.3
Food supplies	D053	39	1.8	4.7
Transportation	E053	9	.4	1.1
Medical assistance	F053	2	.1	.2
Severance payment	G053	310	14.4	37.6
Counseling	H053	17	.8	2.1
Training	I053	342	15.9	41.5
Scholarship	J053	252	11.7	30.5
Microenterprise credit	K053	28	1.3	3.4
Land / Land credit	L053	212	9.8	25.7
Agric. credit	M053	227	10.5	27.5
Materials / housing	N053	46	2.1	5.6
Tech. assistance	O053	62	2.9	7.5
Total responses		2156	100.0	261.3

183 missing cases; 825 valid cases

* * * C R O S S T A B U L A T I O N * * *

\$BENEF (tabulating 1) Access to demobilization benefits
by STRATA (Stratification)

	Count	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
\$BENEF									
A053	1	0	0	0	0	0	0	0	1
Civil documents									.0
B053	99	197	2	13	26	52	11		400
Ag. toolkits									18.6
C053	113	2	0	18	26	50	0		209
Household effects									9.7
D053	7	22	0	5	1	4	0		39
Food supplies									1.8
E053	0	0	0	0	0	0	9		9
Transportation									.4
F053	0	0	0	0	0	1	1		2
Medical assistance									.1
G053	1	185	42	2	1	26	53		310
Severance payment									14.4
H053	0	0	8	0	0	0	9		17
Counseling									.8
I053	97	155	3	16	16	41	14		342
Training									15.9
J053	67	93	1	14	0	2	75		252
Scholarship									11.7
K053	10	4	0	8	1	4	1		28
Microenterprise cred									1.3
L053	30	155	0	5	0	18	4		212
Land / Land credit									9.8

M053	44	122	0	10	13	31	7	227
Agric. credit								10.5
N053	2	33	0	1	1	9	0	46
Materials / housing								2.1
O053	7	35	0	6	1	9	4	62
Tech. assistance								2.9
Column Total	478	1003	56	98	86	247	188	2156
	22.2	46.5	2.6	4.5	4.0	11.5	8.7	100.0

Percents and totals based on responses

825 valid cases; 183 missing cases

Z053 Number of other benefits not NRP by STRATA (Stratification)

Count	Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
Z053									
0		190	339	47	32	29	128	94	859
		82.3	82.3	100.0	72.7	96.7	85.3	100.0	85.2
1		28	68		12		22		130
		12.1	16.5		27.3		14.7		12.9
2		11	3			1			15
		4.8	.7			3.3			1.5
3		2	2						4
		.9	.5						.4
Column Total		231	412	47	44	30	150	94	1008
		22.9	40.9	4.7	4.4	3.0	14.9	9.3	100.0

Number of Missing Observations: 0

R054 Importance of programs by STRATA (Stratification)

Count	Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
R054									
Very little	1	2	7	7	1			4	21
		1.0	1.8	14.9	2.5			4.3	2.4
Little	2	4	9	6	2	1	1	6	29
		2.0	2.3	12.8	5.0	3.3	1.7	6.4	3.4
Medium	3	5	4	8	3			11	31
		2.4	1.0	17.0	7.5			11.7	3.6
High	4	169	316	17	32	28	45	53	660
		82.4	82.3	36.2	80.0	93.3	75.0	56.4	76.7
Very high	5	25	48	9	2	1	14	20	119
		12.2	12.5	19.1	5.0	3.3	23.3	21.3	13.8
Column Total		205	384	47	40	30	60	94	860
		23.8	44.7	5.5	4.7	3.5	7.0	10.9	100.0

Number of Missing Observations: 148

R055 Expectation for pgms vs. actual availability by STRATA (Stratification)

Count |

///

Col Pct		FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
R055									
A lot more	1	34	25	7	9	2	5	11	93
		20.0	9.6	18.9	23.1	11.8	11.4	15.1	14.5
More	2	63	93	10	9	7	16	16	214
		37.1	35.8	27.0	23.1	41.2	36.4	21.9	33.4
Same	3	29	39	12	8	6	5	17	116
		17.1	15.0	32.4	20.5	35.3	11.4	23.3	18.1
Less	4	20	27	7			4	16	74
		11.8	10.4	18.9			9.1	21.9	11.6
A lot less	5	24	76	1	13	2	14	13	143
		14.1	29.2	2.7	33.3	11.8	31.8	17.8	22.3
Column Total		170	260	37	39	17	44	73	640
		26.6	40.6	5.8	6.1	2.7	6.9	11.4	100.0

Number of Missing Observations: 368

R056 Who contributed the most to get benefits for XC. by STRATA (Stratification)

Count Col Pct		FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
R056									
Combatants	1	32	21	1	9	4	4	1	72
		16.5	5.6	2.1	21.4	14.3	7.1	1.1	8.6
Leadership	2	51	25		6	3	6		91
		26.3	6.7		14.3	10.7	10.7		10.9
Government	3	13	95	12	5	1	2	23	151
		6.7	25.3	25.5	11.9	3.6	3.6	25.0	18.1
International co	4	88	218	33	21	18	41	66	485
		45.4	58.1	70.2	50.0	64.3	73.2	71.7	58.2
Others	5	10	16	1	1	2	3	2	35
		5.2	4.3	2.1	2.4	7.1	5.4	2.2	4.2
Column Total		194	375	47	42	28	56	92	834
		23.3	45.0	5.6	5.0	3.4	6.7	11.0	100.0

Number of Missing Observations: 174

R057 Have the options been enough ? by STRATA (Stratification)

Count Col Pct		FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
R057									
Too few	1	22	76	11	12	2	9	4	136
		11.2	19.9	23.4	28.6	6.7	15.3	4.3	16.0
Few	2	127	196	15	20	21	34	36	449
		64.8	51.4	31.9	47.6	70.0	57.6	38.3	52.9
Fair	3	19	44	5	1	1	3	21	94
		9.7	11.5	10.6	2.4	3.3	5.1	22.3	11.1
Good	4	28	63	13	8	6	13	26	157
		14.3	16.5	27.7	19.0	20.0	22.0	27.7	18.5
Very good	5		2	3	1			7	13
			.5	6.4	2.4			7.4	1.5

Column	196	381	47	42	30	59	94	849
Total	23.1	44.9	5.5	4.9	3.5	6.9	11.1	100.0

Number of Missing Observations: 159

R058 Have the options been appropriate ? by STRATA (Stratification)

	Count Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
R058									
Very little	1	7 3.6	22 5.8	7 14.9	6 15.0	1 3.3	5 8.8	3 3.2	51 6.1
Little	2	72 36.9	105 27.8	8 17.0	21 52.5	8 26.7	23 40.4	18 19.1	255 30.3
Fair	3	37 19.0	85 22.5	9 19.1	2 5.0	4 13.3	4 7.0	20 21.3	161 19.1
Good	4	74 37.9	147 38.9	21 44.7	10 25.0	17 56.7	24 42.1	38 40.4	331 39.4
Very good	5	5 2.6	19 5.0	2 4.3	1 2.5		1 1.8	15 16.0	43 5.1
Column		195	378	47	40	30	57	94	841
Total		23.2	44.9	5.6	4.8	3.6	6.8	11.2	100.0

Number of Missing Observations: 167

R059 When should programs end ?

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Demobilization time	1	1	.1	.1	.1
Should be over by no	2	2	.2	.2	.3
Should be over soon	3	6	.6	.7	1.0
When there is peace	4	11	1.1	1.3	2.3
When there are other	5	153	15.2	17.8	20.2
When the accords are	6	117	11.6	13.6	33.8
When all the XC have	7	499	49.5	58.2	92.0
Should not end while	8	69	6.8	8.0	100.0
N/A	0	150	14.9	Missing	
Total		1008	100.0	100.0	

Valid cases 858 Missing cases 150

R060 Who is responsible for providing benefits ?

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
GOES	1	761	75.5	88.4	88.4
International Community	2	47	4.7	5.5	93.8
ESAF	3	4	.4	.5	94.3
FMLN	4	21	2.1	2.4	96.7
Salvadoran people	5	15	1.5	1.7	98.5
Others	6	13	1.3	1.5	100.0
N/A	0	147	14.6	Missing	
Total		1008	100.0	100.0	

Valid cases 861 Missing cases 147

R061 Have programs been useful for reinserction ? by STRATA (Stratification)

	Count Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
R061									
Very little	1	18 9.1	25 6.6	4 9.1	3 7.1	5 17.9	7 11.9	7 7.5	69 8.2
Little	2	47 23.7	54 14.3	11 25.0	7 16.7	3 10.7	9 15.3	5 5.4	136 16.2
Medium	3	47 23.7	71 18.8	9 20.5	11 26.2	9 32.1	9 15.3	10 10.8	166 19.7
High	4	75 37.9	210 55.7	16 36.4	19 45.2	11 39.3	34 57.6	59 63.4	424 50.4
Very high	5	11 5.6	17 4.5	4 9.1	2 4.8			12 12.9	46 5.5
Column Total		198 23.5	377 44.8	44 5.2	42 5.0	28 3.3	59 7.0	93 11.1	841 100.0

Number of Missing Observations: 167

Group \$USEFUL Usefulness of reinserion programs

Category label	Code	Count	Pct of Responses	Pct of Cases
Relief activities	1	37	2.1	4.5
Packages and toolkits	2	91	5.1	11.0
Payments	3	240	13.3	28.9
Counseling	4	13	.7	1.6
Training	5	389	21.6	46.8
Scholarships	6	297	16.5	35.7
Credit lines	7	605	33.6	72.8
Building materials	8	86	4.8	10.3
Tech. assistance	9	41	2.3	4.9
Total responses		1799	100.0	216.5

177 missing cases; 831 valid cases

*** C R O S S T A B U L A T I O N ***

\$USEFUL (group) Usefulness of reinserion programs
by STRATA (Stratification)

	Count Col pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
\$USEFUL									
Relief activities	1	0 .0	5 .6	9 7.0	0 .0	0 .0	1 .7	22 10.6	37 2.1
Packages and toolkit	2	26 6.7	28 3.5	6 4.7	4 4.8	6 9.7	16 11.9	5 2.4	91 5.1
Payments	3	24 6.2	113 14.2	29 22.7	2 2.4	3 4.8	25 18.7	44 21.2	240 13.3
Counseling	4	0 .0	1 .1	1 .8	0 .0	0 .0	0 .0	11 5.3	13 .7
Training	5	94 24.1	163 20.5	30 23.4	24 28.9	25 40.3	33 24.6	20 9.6	389 21.6
Scholarships	6	77 19.7	105 13.2	9 7.0	20 24.1	4 6.5	5 3.7	77 37.0	297 16.5
	7	130	325	38	28	16	43	25	605

Credit lines		33.3	40.9	29.7	33.7	25.8	32.1	12.0	33.6
	8	20	47	3	1	4	10	1	86
Building materials		5.1	5.9	2.3	1.2	6.5	7.5	.5	4.8
	9	19	7	3	4	4	1	3	41
Tech. assistance		4.9	.9	2.3	4.8	6.5	.7	1.4	2.3
Column Total		390	794	128	83	62	134	208	1799
		21.7	44.1	7.1	4.6	3.4	7.4	11.6	100.0

831 valid cases; 177 missing cases

*** C R O S S T A B U L A T I O N ***

\$BENEF (tabulating 1) Access to demobilization benefits
by \$USEFUL (group) Usefulness of reinsertion programs

	Count	Relief a Packages Payments Counseli Training Scholars Credit l Building Tech. as								Row
		ctivities and too	ng							Total
		is	ls	3	4	5	6	7	8	9
\$BENEF		1	2	3	4	5	6	7	8	9
A053		0	0	1	0	0	0	2	0	0
Civil documents										1
B053		1	79	91	0	229	13	383	67	19
Ag. toolkits										386
C053		1	50	41	0	123	19	164	36	17
Household effects										198
D053		0	8	12	0	28	1	48	5	1
Food supplies										39
E053		2	0	4	1	3	8	2	0	0
Transportation										9
F053		1	0	0	0	1	0	2	1	0
Medical assistance										2
G053		24	15	163	7	120	134	188	21	9
Severance payment										307
H053		2	2	13	3	11	4	6	2	0
Counseling										17
I053		2	59	73	0	213	12	321	57	18
Training										328
J053		22	2	72	12	42	246	55	2	8
Scholarship										251
K053		0	5	4	0	20	4	25	0	0
Microenterprise cred										28
L053		0	37	45	0	107	5	260	39	7
Land / Land credit										206
M053		1	38	53	0	139	2	271	51	6
Agric. credit										226
N053		0	8	5	0	21	0	38	18	0
Materials / housing										44
O053		0	9	18	0	51	1	82	4	2
Tech. assistance										62
Column Total		36	91	231	13	361	281	575	86	38
		4.5	11.4	29.1	1.6	45.4	35.3	72.3	10.8	4.8
										795
										100.0

Percents and totals based on respondents

795 valid cases; 213 missing cases

R063 Did you select your benefits ? by STRATA (Stratification)

Count		FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row
Col Pct		1	2	3	4	5	6	9	Total
R063									
Very little	1	28 15.1	67 18.9	2 4.3	11 28.9	7 25.9	14 29.2	2 2.2	131 16.6
Little	2	9 4.9	27 7.6	3 6.5	4 10.5		2 4.2	2 2.2	47 5.9
Some	3	30 16.2	40 11.3	6 13.0	3 7.9	4 14.8	5 10.4	4 4.4	92 11.6
Much	4	70 37.8	123 34.6	29 63.0	14 36.8	12 44.4	22 45.8	65 71.4	335 42.4
Very much	5	48 25.9	98 27.6	6 13.0	6 15.8	4 14.8	5 10.4	18 19.8	185 23.4
Column		185	355	46	38	27	48	91	790
Total		23.4	44.9	5.8	4.8	3.4	6.1	11.5	100.0

Number of Missing Observations: 218

R064 Are you better prepared today to decide ? by STRATA (Stratification)

Count		FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row
Col Pct		1	2	3	4	5	6	9	Total
R064									
No	0	59 25.5	98 23.8	6 12.8	4 9.1	12 40.0	102 68.0	5 5.3	286 28.4
Yes	1	172 74.5	314 76.2	41 87.2	40 90.9	18 60.0	48 32.0	89 94.7	722 71.6
Column		231	412	47	44	30	150	94	1008
Total		22.9	40.9	4.7	4.4	3.0	14.9	9.3	100.0

Number of Missing Observations: 0

R065 Do you consider yourself reintegrated ? by STRATA (Stratification)

Count		FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row
Col Pct		1	2	3	4	5	6	9	Total
R065									
Very little	1	8 3.8	21 5.4	4 8.7	2 4.9	2 6.7	4 6.9	3 3.2	44 5.1
Little	2	41 19.6	46 11.9	15 32.6	8 19.5	3 10.0	9 15.5	6 6.4	128 14.8
Some	3	44 21.1	64 16.5	10 21.7	7 17.1	3 10.0	13 22.4	12 12.8	153 17.7
Much	4	92 44.0	187 48.2	15 32.6	19 46.3	21 70.0	26 44.8	60 63.8	420 48.5
Very much	5	24 11.5	70 18.0	2 4.3	5 12.2	1 3.3	6 10.3	13 13.8	121 14.0
Column		209	388	46	41	30	58	94	866
Total		24.1	44.8	5.3	4.7	3.5	6.7	10.9	100.0

Number of Missing Observations: 142

*** CROSSTABULATION ***
\$ADVICE (group) What advice would you give to others ?
by STRATA (Stratification)

	Count Col pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
		1	2	3	4	5	6	9	
\$ADVICE									
Demand rights	1	98 24.9	128 19.3	10 7.5	26 31.0	13 26.0	22 19.5	20 9.0	317 19.1
Get into programs	2	66 16.8	118 17.8	37 27.6	13 15.5	6 12.0	16 14.2	74 33.5	330 19.9
Develop skills	3	96 24.4	152 22.9	42 31.3	20 23.8	10 20.0	23 20.4	62 28.1	405 24.4
Civil options	4	92 23.4	170 25.6	44 32.8	11 13.1	8 16.0	27 23.9	56 25.3	408 24.6
Others	5	28 7.1	54 8.1	0 .0	13 15.5	5 10.0	14 12.4	7 3.2	121 7.3
Don't know	6	14 3.6	41 6.2	1 .7	1 1.2	8 16.0	11 9.7	2 .9	78 4.7
Column Total		394 23.7	663 40.0	134 8.1	84 5.1	50 3.0	113 6.8	221 13.3	1659 100.0

Percents and totals based on responses

847 valid cases; 161 missing cases

*** CROSSTABULATION ***
\$ADVICE (group) What advice would you give to others ?
by R065 Do you consider yourself reintegrated ?

	Count Row pct Col pct	Very lit tle	Little	Some	Much	Very muc h	Row Total
		1	2	3	4	5	
\$ADVICE							
Demand rights	1	20 6.4 22.2	41 13.1 16.7	65 20.8 22.3	159 51.0 19.1	27 8.7 14.8	312 19.0
Get into programs	2	21 6.4 23.3	70 21.5 28.5	61 18.7 21.0	150 46.0 18.1	24 7.4 13.2	326 19.9
Develop skills	3	19 4.8 21.1	59 14.8 24.0	73 18.3 25.1	209 52.3 25.2	40 10.0 22.0	400 24.4
Civil options	4	22 5.4 24.4	57 14.1 23.2	59 14.6 20.3	196 48.4 23.6	71 17.5 39.0	405 24.7
Others	5	5 4.2 5.6	9 7.6 3.7	20 16.8 6.9	75 63.0 9.0	10 8.4 5.5	119 7.3
Don't know	6	3 3.8 3.3	10 12.8 4.1	13 16.7 4.5	42 53.8 5.1	10 12.8 5.5	78 4.8
Column Total		90 5.5	246 15.0	291 17.7	831 50.7	182 11.1	1640 100.0

Percents and totals based on responses

839 valid cases; 169 missing cases

(10) Social opinion and perspective

R067 Community participation in wartime by STRATA (Stratification)

		Count							Row Total
		Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	
			1	2	3	4	5	6	9
R067									
Very little	1		50	122	29	7	6	31	47
			21.6	30.3	61.7	16.3	21.4	24.8	50.0
Little	2		17	28	2	2	1	8	4
			7.4	7.0	4.3	4.7	3.6	6.4	4.3
Some	3		38	60	11	6	7	12	21
			16.5	14.9	23.4	14.0	25.0	9.6	22.3
High	4		102	183	2	27	14	70	18
			44.2	45.5	4.3	62.8	50.0	56.0	19.1
Very high	5		24	9	3	1		4	4
			10.4	2.2	6.4	2.3		3.2	4.3
Column			231	402	47	43	28	125	94
Total			23.8	41.4	4.8	4.4	2.9	12.9	9.7
									970
									100.0

Number of Missing Observations: 38

R068 Community participation now by STRATA (Stratification)

		Count							Row Total
		Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	
			1	2	3	4	5	6	9
R068									
Very little	1		39	109	28	3	4	15	35
			16.9	26.8	59.6	7.0	13.3	11.7	37.2
Little	2		21	37	3	4	1	7	3
			9.1	9.1	6.4	9.3	3.3	5.5	3.2
Some	3		64	81	8	9	3	35	24
			27.7	20.0	17.0	20.9	10.0	27.3	25.5
High	4		91	169	4	26	19	58	25
			39.4	41.6	8.5	60.5	63.3	45.3	26.6
Very high	5		16	10	4	1	3	13	7
			6.9	2.5	8.5	2.3	10.0	10.2	7.4
Column			231	406	47	43	30	128	94
Total			23.6	41.5	4.8	4.4	3.1	13.1	9.6
									979
									100.0

Number of Missing Observations: 29

R069 Change in community involvement with peace by STRATA (Stratification)

		Count							Row Total
		Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	
			1	2	3	4	5	6	9
R069									
Much less	1		12	23	21	4		5	18
			5.2	5.7	44.7	9.3		3.9	19.6
Less	2		64	82	2	5	4	22	4
			27.8	20.1	4.3	11.6	13.3	17.3	4.3
	3		58	127	16	13	14	32	28
									288

Same		25.2	31.2	34.0	30.2	46.7	25.2	30.4	29.5
	4	77	136	6	10	10	56	27	322
More		33.5	33.4	12.8	23.3	33.3	44.1	29.3	33.0
	5	19	39	2	11	2	12	15	100
Much more		8.3	9.6	4.3	25.6	6.7	9.4	16.3	10.2
Column Total		230	407	47	43	30	127	92	976
		23.6	41.7	4.8	4.4	3.1	13.0	9.4	100.0

Number of Missing Observations: 32

R070 Closest friends (group identity) by STRATA (Stratification)

		Count								
		Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row
			1	2	3	4	5	6	9	Total
R070										
	1	114	80	9	27	16	43	9		298
All Xcs		49.4	19.9	19.1	62.8	53.3	33.9	9.6		30.6
	2	30	50	2	4	2	3	7		98
Two Xcs		13.0	12.4	4.3	9.3	6.7	2.4	7.4		10.1
	3	22	37	3	2	2	10	8		84
One Xc		9.5	9.2	6.4	4.7	6.7	7.9	8.5		8.6
	4	65	235	33	10	10	71	70		494
None Xcs		28.1	58.5	70.2	23.3	33.3	55.9	74.5		50.7
	Column	231	402	47	43	30	127	94		974
	Total	23.7	41.3	4.8	4.4	3.1	13.0	9.7		100.0

Number of Missing Observations: 34

R071 Sports participation by STRATA (Stratification)

		Count Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
			1	2	3	4	5	6	9	
R071										
Very little	1	137 60.4	197 48.8	19 40.4	18 42.9	17 56.7	94 74.0	23 24.7	505 52.1	
	2	16 7.0	10 2.5	2 4.3	3 7.1		1 .8	2 2.2	34 3.5	
Some	3	32 14.1	68 16.8	16 34.0	7 16.7	3 10.0	13 10.2	29 31.2	168 17.3	
	4	31 13.7	109 27.0	4 8.5	12 28.6	10 33.3	14 11.0	30 32.3	210 21.6	
Very much	5	11 4.8	20 5.0	6 12.8	2 4.8		5 3.9	9 9.7	53 5.5	
	Column Total	227 23.4	404 41.6	47 4.8	42 4.3	30 3.1	127 13.1	93 9.6	970 100.0	

Number of Missing Observations: 38

R072 Did it before the war ? by STRATA (Stratification)

		Count Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
			1	2	3	4	5	6	9	
R072										

Very little	1	63	109	15	10	18	61	15	291
		28.0	27.0	31.9	23.8	62.1	48.4	16.3	30.2
Little	2	17	21	3	2	1	4	2	50
		7.6	5.2	6.4	4.8	3.4	3.2	2.2	5.2
Some	3	53	73	14	6	2	13	32	193
		23.6	18.1	29.8	14.3	6.9	10.3	34.8	20.0
Much	4	76	184	9	21	8	39	27	364
		33.8	45.5	19.1	50.0	27.6	31.0	29.3	37.7
Very much	5	16	17	6	3		9	16	67
		7.1	4.2	12.8	7.1		7.1	17.4	6.9
Column		225	404	47	42	29	126	92	965
Total		23.3	41.9	4.9	4.4	3.0	13.1	9.5	100.0

Number of Missing Observations: 43

R073 Has your community improved since peace by STRATA (Stratification)

Count									Row
Col	Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	
		1	2	3	4	5	6	9	Total
R073									
Much worst	1	3	8	1	2		3	2	19
		1.4	2.1	2.1	4.7		2.0	2.1	2.0
Worst	2	41	62	8	5	3	24	7	150
		19.6	16.2	17.0	11.6	11.1	16.1	7.4	15.8
Equal	3	52	95	14	15	5	25	34	240
		24.9	24.8	29.8	34.9	18.5	16.8	36.2	25.2
Better	4	108	196	15	18	19	92	36	484
		51.7	51.2	31.9	41.9	70.4	61.7	38.3	50.8
Much better	5	5	22	9	3		5	15	59
		2.4	5.7	19.1	7.0		3.4	16.0	6.2
Column		209	383	47	43	27	149	94	952
Total		22.0	40.2	4.9	4.5	2.8	15.7	9.9	100.0

Number of Missing Observations: 56

R074 What about your family situation ? by STRATA (Stratification)

Count									Row
Col	Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	
		1	2	3	4	5	6	9	Total
R074									
Much worst	1	19	11		1		4	1	36
		8.7	2.7		2.3		2.7	1.1	3.6
Worst	2	46	66	3	5	5	38	7	170
		21.1	16.2	6.4	11.4	17.2	25.9	7.4	17.2
Equal	3	63	144	18	20	8	31	30	314
		28.9	35.3	38.3	45.5	27.6	21.1	31.9	31.8
Better	4	84	176	17	18	16	72	36	419
		38.5	43.1	36.2	40.9	55.2	49.0	38.3	42.5
Much better	5	6	11	9			2	20	48
		2.8	2.7	19.1			1.4	21.3	4.9
Column		218	408	47	44	29	147	94	987
Total		22.1	41.3	4.8	4.5	2.9	14.9	9.5	100.0

Number of Missing Observations: 21

R075 What about yourself ? by STRATA (Stratification)

Count		FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row
Col	Pct	1	2	3	4	5	6	9	Total
R075									
Much worst	1	16 6.9	10 2.4	1 2.1	1 2.3	1 3.3	7 4.7	1 1.1	37 3.7
Worst	2	40 17.3	74 18.0	4 8.5	8 18.2	2 6.7	46 30.7	9 9.7	183 18.2
Equal	3	59 25.5	111 26.9	10 21.3	11 25.0	7 23.3	25 16.7	12 12.9	235 23.3
Better	4	107 46.3	191 46.4	21 44.7	20 45.5	20 66.7	69 46.0	42 45.2	470 46.7
Much better	5	9 3.9	26 6.3	11 23.4	4 9.1		3 2.0	29 31.2	82 8.1
Column		231	412	47	44	30	150	93	1007
Total		22.9	40.9	4.7	4.4	3.0	14.9	9.2	100.0

Number of Missing Observations: 1

R076 How do you think you will be next year ? by STRATA (Stratification)

Count		FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row
Col	Pct	1	2	3	4	5	6	9	Total
R076									
Much worst	1	8 4.7	9 2.9		1 2.5	1 4.0	1 .9	1 1.2	21 2.7
Worst	2	25 14.7	22 7.0	3 6.7	5 12.5		15 13.6	1 1.2	71 9.0
Equal	3	28 16.5	48 15.3	6 13.3	7 17.5	6 24.0	24 21.8	14 16.5	133 16.9
Better	4	78 45.9	154 49.2	8 17.8	13 32.5	17 68.0	44 40.0	22 25.9	336 42.6
Much better	5	31 18.2	80 25.6	28 62.2	14 35.0	1 4.0	26 23.6	47 55.3	227 28.8
Column		170	313	45	40	25	110	85	788
Total		21.6	39.7	5.7	5.1	3.2	14.0	10.8	100.0

Number of Missing Observations: 220

R077 Have you voted in wartime ? by STRATA (Stratification)

Count		FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row
Col	Pct	1	2	3	4	5	6	9	Total
R077									
Minor	1	46 20.4	21 5.1	1 2.4	2 5.0	28 93.3	24 16.4	5 5.7	127 12.9
Undocumented	2	14 6.2	18 4.4		4 10.0	1 3.3	6 4.1	2 2.3	45 4.6
Security issue	3	19 8.4	2 .5		2 5.0	1 3.3	13 8.9		37 3.8

Not interested	4	34	22	2	6		12	5	81
		15.1	5.4	4.8	15.0		8.2	5.7	8.3
Did vote	5	83	164	7	16		68	41	379
		36.9	40.0	16.7	40.0		46.6	46.6	38.6
On duty	6	29	183	32	10		23	35	312
		12.9	44.6	76.2	25.0		15.8	39.8	31.8
Column Total		225	410	42	40	30	146	88	981
		22.9	41.8	4.3	4.1	3.1	14.9	9.0	100.0

Number of Missing Observations: 27

R078 Have you voted last elections ? by STRATA (Stratification)

	Count	Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
			1	2	3	4	5	6	9	
R078										
Minor	1		14				21	5	1	41
			6.1				70.0	3.4	1.1	4.1
Undocumented	2		5	29	1	5	3	9	4	56
			2.2	7.2	2.4	11.4	10.0	6.0	4.5	5.7
Security issue	3		3	10		1		1		15
			1.3	2.5		2.3		.7		1.5
Not interested	4		7	51	2	1		11	10	82
			3.0	12.6	4.8	2.3		7.4	11.4	8.3
Did vote	5		199	283	9	36	6	122	39	694
			86.5	69.9	21.4	81.8	20.0	81.9	44.3	70.2
On duty	6		2	32	30	1		1	34	100
			.9	7.9	71.4	2.3		.7	38.6	10.1
Column Total			230	405	42	44	30	149	88	988
			23.3	41.0	4.3	4.5	3.0	15.1	8.9	100.0

Number of Missing Observations: 20

R079 Will you vote in the next elections ? by STRATA (Stratification)

	Count	Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
			1	2	3	4	5	6	9	
R079										
Minor	1							2		2
								1.4		.2
Undocumented	2			1						1
				.2						.1
Security issue	3		8	15			1	5	2	31
			3.5	3.7			3.3	3.6	2.3	3.2
Not interested	4		28	53	6	1	4	18	8	118
			12.2	13.2	14.3	2.3	13.3	12.9	9.1	12.1
Will vote	5		193	334	36	42	25	115	78	823
			84.3	82.9	85.7	97.7	83.3	82.1	88.6	84.4
Column Total			229	403	42	43	30	140	88	975
			23.5	41.3	4.3	4.4	3.1	14.4	9.0	100.0

Number of Missing Observations: 33

R080 Has your personal security improved since peace by STRATA (Stratification)

Count		FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row
Col	Pct	1	2	3	4	5	6	9	Total
R080									
Much worst	1	2	25	4			1	4	36
		.9	6.1	8.5			.7	4.3	3.6
Worst	2	29	58	2	6		7	11	113
		12.6	14.2	4.3	13.6		4.7	11.8	11.3
Equal	3	40	73	16	13	1	14	20	177
		17.3	17.8	34.0	29.5	3.3	9.3	21.5	17.6
Better	4	128	185	15	15	27	93	33	496
		55.4	45.2	31.9	34.1	90.0	62.0	35.5	49.4
Much better	5	32	68	10	10	2	35	25	182
		13.9	16.6	21.3	22.7	6.7	23.3	26.9	18.1
Column		231	409	47	44	30	150	93	1004
Total		23.0	40.7	4.7	4.4	3.0	14.9	9.3	100.0

Number of Missing Observations: 4

R081 And compared to pre-war conditions ? by STRATA (Stratification)

Count		FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row
Col	Pct	1	2	3	4	5	6	9	Total
R081									
Much worst	1	12	49	5	3		20	6	95
		5.6	12.3	10.6	6.8		13.7	6.5	9.8
Worst	2	47	84	13	16	3	54	18	235
		21.8	21.2	27.7	36.4	12.5	37.0	19.6	24.3
Equal	3	34	86	18	12	2	14	21	187
		15.7	21.7	38.3	27.3	8.3	9.6	22.8	19.4
Better	4	81	107	6	10	2	31	30	267
		37.5	27.0	12.8	22.7	8.3	21.2	32.6	27.6
Much better	5	42	71	5	3	17	27	17	182
		19.4	17.9	10.6	6.8	70.8	18.5	18.5	18.8
Column		216	397	47	44	24	146	92	966
Total		22.4	41.1	4.9	4.6	2.5	15.1	9.5	100.0

Number of Missing Observations: 42

Ex-Combatants organizations

A082 How many do you know ? by STRATA (Stratification)

Count		FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row
Col	Pct	1	2	3	4	5	6	9	Total
A082									
0		134	181	38	15	26	86	59	539
									53.5
1		69	177	7	25	4	60	8	350
									34.7
2		24	43	1	2		4	23	97
									9.6
3		3	10	1	2			4	20
									2.0

4	1	1							2
									.2
Column	231	412	47	44	30	150	94	1008	
Total	22.9	40.9	4.7	4.4	3.0	14.9	9.3	100.0	

Number of Missing Observations: 0

Ex-Combatants organizations

B082 How many are you part of ? by STRATA (Stratification)

Count	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row
	1	2	3	4	5	6	9	Total
B082								
0	214	355	41	31	27	111	84	863
								85.6
1	15	53	6	12	3	37	9	135
								13.4
2	2	4		1		2		9
								.9
3							1	1
								.1
Column	231	412	47	44	30	150	94	1008
Total	22.9	40.9	4.7	4.4	3.0	14.9	9.3	100.0

Number of Missing Observations: 0

Community organizations

A083 How many do you know ? by STRATA (Stratification)

Count	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row
	1	2	3	4	5	6	9	Total
A083								
0	93	169	42	16	13	47	61	441
								43.8
1	114	202	4	21	16	75	29	461
								45.7
2	22	37	1	7		26	3	96
								9.5
3	2	4			1	1	1	9
								.9
4						1		1
								.1
Column	231	412	47	44	30	150	94	1008
Total	22.9	40.9	4.7	4.4	3.0	14.9	9.3	100.0

Number of Missing Observations: 0

Community organizations

B083 How many are you part of ? by STRATA (Stratification)

Count	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row
	1	2	3	4	5	6	9	Total
B083								
0	127	226	42	22	16	61	66	560

									55.6
1	94	160	4	18	14	71	26	387	38.4
2	8	25	1	4		16	1	55	5.5
3	2	1				1	1	5	.5
4						1		1	.1
Column Total	231	412	47	44	30	150	94	1008	100.0

Number of Missing Observations: 0

Group \$PERCEPT Should you be president ?

Category label	Code	Count	Pct of Responses	Pct of Cases
Social issues	1	2168	70.9	216.4
Security issues	2	308	10.1	30.7
Foreign aid issues	3	67	2.2	6.7
Demobilized issues	4	235	7.7	23.5
Other issues	5	205	6.7	20.5
Don't know	6	74	2.4	7.4
Total responses		3057	100.0	305.1

6 missing cases; 1,002 valid cases

*** C R O S S T A B U L A T I O N ***

\$PERCEPT (group) Should you be president ?
by STRATA (Stratification)

	Count	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
Row pct									
Col pct									
\$PERCEPT		1	2	3	4	5	6	9	
1	532	777	149	99	49	266	296	2168	70.9
Social issues	24.5	35.8	6.9	4.6	2.3	12.3	13.7		
	73.1	71.1	63.9	71.7	65.3	71.3	71.0		
2	54	80	47	13	11	36	67	308	10.1
Security issues	17.5	26.0	15.3	4.2	3.6	11.7	21.8		
	7.4	7.3	20.2	9.4	14.7	9.7	16.1		
3	13	18	13	0	0	6	17	67	2.2
Foreign aid issues	19.4	26.9	19.4	.0	.0	9.0	25.4		
	1.8	1.6	5.6	.0	.0	1.6	4.1		
4	49	90	23	15	6	24	28	235	7.7
Demobilized issues	20.9	38.3	9.8	6.4	2.6	10.2	11.9		
	6.7	8.2	9.9	10.9	8.0	6.4	6.7		
5	62	98	1	11	4	21	8	205	6.7
Other issues	30.2	47.8	.5	5.4	2.0	10.2	3.9		
	8.5	9.0	.4	8.0	5.3	5.6	1.9		
6	18	30	0	0	5	20	1	74	2.4
Don't know	24.3	40.5	.0	.0	6.8	27.0	1.4		
	2.5	2.7	.0	.0	6.7	5.4	.2		
Column Total	728	1093	233	138	75	373	417	3057	100.0
	23.8	35.8	7.6	4.5	2.5	12.2	13.6		

Percents and totals based on responses

1,002 valid cases; 6 missing cases

Group \$SHOWON Who won more with the peace

Category label	Code	Count	Pct of Responses	Pct of Cases
FMLN	1	230	14.5	22.9
GOES	2	208	13.1	20.7
Civil society	3	510	32.1	50.8
Regular forces	4	174	10.9	17.3
Politicians	5	80	5.0	8.0
The demobilized	6	57	3.6	5.7
International community	7	65	4.1	6.5
Nobody	8	180	11.3	17.9
Don't know	9	87	5.5	8.7
Total responses		1591	100.0	158.5

4 missing cases; 1,004 valid cases

*** C R O S S T A B U L A T I O N ***

\$SHOWON (group) Who won more with the peace
by R089 Gender

	Count Col pct	Gender		Row Total
		Male	Female	
		1	9	
-----+-----+-----+-----+-----				
\$SHOWON				
FMLN	1	192 14.7	38 13.3	230 14.5
GOES	2	150 11.5	58 20.3	208 13.1
Civil society	3	434 33.3	76 26.6	510 32.1
Regular forces	4	159 12.2	15 5.2	174 10.9
Politicians	5	63 4.8	17 5.9	80 5.0
The demobilized	6	48 3.7	9 3.1	57 3.6
International commun	7	52 4.0	13 4.5	65 4.1
Nobody	8	142 10.9	38 13.3	180 11.3
Don't know	9	65 5.0	22 7.7	87 5.5
Column		1305	286	1591
Total		82.0	18.0	100.0

Percents and totals based on responses

1,004 valid cases; 4 missing cases

R086 What do you think of ONUSAL role ? by STRATA (Stratification)

	Count Col Pct	STRATA							Row Total
		FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	
		1	2	3	4	5	6	9	
-----+-----+-----+-----+-----+-----+-----+-----+-----									
R086									
Very bad	1	1 .4	3 .8					3 3.3	7 .7
-----+-----+-----+-----+-----+-----+-----+-----+-----									

	2	3	10	4	1		1	8	27
Bad		1.3	2.5	8.5	2.3		.7	8.9	2.8
	3	46	93	20	6	3	16	21	205
Fair		20.4	23.4	42.6	14.0	10.0	11.1	23.3	21.0
	4	148	226	21	23	26	105	46	595
Good		65.5	56.8	44.7	53.5	86.7	72.9	51.1	60.8
	5	28	66	2	13	1	22	12	144
Very good		12.4	16.6	4.3	30.2	3.3	15.3	13.3	14.7
Column Total		226	398	47	43	30	144	90	978
		23.1	40.7	4.8	4.4	3.1	14.7	9.2	100.0

Number of Missing Observations: 30

R087 What do you think of the I.C. support ? by STRATA (Stratification)

	Count									
	Col	Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
R087			1	2	3	4	5	6	9	
Very bad	1		1	2		1		2		6
			.4	.5		2.3		1.4		.6
Bad	2		2	1	1			3		7
			.9	.3	2.2			2.1		.7
Fair	3		39	45	12	9	1	8	11	125
			16.9	11.3	26.1	20.5	3.3	5.6	11.8	12.7
Good	4		151	288	25	27	29	110	46	676
			65.4	72.2	54.3	61.4	96.7	77.5	49.5	68.6
Very good	5		38	63	8	7		19	36	171
			16.5	15.8	17.4	15.9		13.4	38.7	17.4
Column Total			231	399	46	44	30	142	93	985
			23.5	40.5	4.7	4.5	3.0	14.4	9.4	100.0

Number of Missing Observations: 23

Group \$ICSUP Who do you think contributed for peace ?

Dichotomy label	Name	Count	Pct of Responses	Pct of Cases
ONUSAL	A088	373	26.0	37.4
USA	B088	334	23.3	33.5
EC	C088	428	29.9	43.0
Nordics	D088	22	1.5	2.2
IMF / WB	E088	14	1.0	1.4
IDB / BCIE	F088	10	.7	1.0
HCLC	G088	90	6.3	9.0
Nobody	H088	13	.9	1.3
Don't know	I088	148	10.3	14.9
Total responses		1432	100.0	143.8

12 missing cases; 996 valid cases

* * * C R O S S T A B U L A T I O N * * *

\$ICSUP (tabulating 1) Who do you think contributed for peace ?
by STRATA (Stratification)

	Count									
	Col	pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
\$ICSUP			1	2	3	4	5	6	9	

ONUSAL	A088	86	140	22	21	15	58	31	373
		26.5	24.3	29.3	25.6	42.9	26.9	24.8	26.0
USA	B088	45	172	20	19	5	43	30	334
		13.9	29.9	26.7	23.2	14.3	19.9	24.0	23.3
EC	C088	106	157	16	30	4	85	30	428
		32.7	27.3	21.3	36.6	11.4	39.4	24.0	29.9
Nordics	D088	13	2	3	2	0	1	1	22
		4.0	.3	4.0	2.4	.0	.5	.8	1.5
IMF / WB	E088	1	3	4	0	0	0	6	14
		.3	.5	5.3	.0	.0	.0	4.8	1.0
IDB / BCIE	F088	2	2	4	0	0	0	2	10
		.6	.3	5.3	.0	.0	.0	1.6	.7
HCLC	G088	35	33	2	9	3	5	3	90
		10.8	5.7	2.7	11.0	8.6	2.3	2.4	6.3
Nobody	H088	7	3	0	1	0	2	0	13
		2.2	.5	.0	1.2	.0	.9	.0	.9
Don't know	I088	29	63	4	0	8	22	22	148
		9.0	11.0	5.3	.0	22.9	10.2	17.6	10.3
Column Total		324	575	75	82	35	216	125	1432
Total		22.6	40.2	5.2	5.7	2.4	15.1	8.7	100.0

Percents and totals based on responses

996 valid cases; 12 missing cases

(11) Generic demographics (descriptive statistics)

Number of valid observations (listwise) = 992.00

Variable	Mean	Std Dev	Range	Minimum	Maximum	N	Label
R090	31.60	9.82	60.00	16	76	1008	Age
R091	1.98	.90	3.00	1	4	1006	Area of residence
R092	9.40	8.68	40.00	0	40	1008	Educational level
A092	.49	.50	1.00	0	1	1008	Can you read ?
B092	.46	.50	1.00	0	1	1008	Can you write ?
R093	3.88	2.30	15.00	0	15	1008	Number of economic dependents
R097	.70	.46	1.00	0	1	1008	Marital status
R098	.73	.44	1.00	0	1	1008	Children living with interviewee
A098	2.07	1.99	12.00	0	12	1008	How many ?
R099	.71	1.41	11.00	0	11	1008	Monthly family income

AGE range by STRATA (Stratification)

Count	STRATA							Row Total
	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	
	1	2	3	4	5	6	9	
AGE								
15.00	21	4			28	7	3	63 6.3
25.00	104	245	30	21	2	48	59	509 50.5
35.00	60	125	13	14		39	27	278 27.6
45.00	34	30	4	8		22	5	103 10.2
55.00	7	7		1		22		37 3.7
66.00	5	1				8		14 1.4
70.00						4		4 .4
Column Total	231	412	47	44	30	150	94	1008 100.0
	22.9	40.9	4.7	4.4	3.0	14.9	9.3	

Number of Missing Observations: 0

R092 Educational level by STRATA (Stratification)

Count	Col Pct	STRATA							Row Total
		FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	
		1	2	3	4	5	6	9	
R092									
Illiterate	0	24	51		1	7	56		139 13.8
		10.4	12.4		2.3	23.3	37.3		
First grade	1	6	13		1	1	6		27 2.7
		2.6	3.2		2.3	3.3	4.0		
Second grade	2	32	17		1	1	15		66 6.5
		13.9	4.1		2.3	3.3	10.0		
Third grade	3	25	36		1	3	13		78 7.7
		10.8	8.7		2.3	10.0	8.7		

Fourth grade	4	11 4.8	36 8.7	2 4.3	1 2.3	2 6.7	13 8.7	2 2.1	67 6.6
Fifth grade	5	11 4.8	29 7.0	1 2.1	1 2.3	2 6.7	1 .7		45 4.5
Sixth grade	6	19 8.2	55 13.3	4 8.5	6 13.6	6 20.0	13 8.7	3 3.2	106 10.5
Seventh grade	7		10 2.4	4 8.5			5 3.3		19 1.9
Eight grade	8	7 3.0	7 1.7		2 4.5		2 1.3	2 2.1	20 2.0
Ninth grade	9	19 8.2	39 9.5	26 55.3	5 11.4	5 16.7	18 12.0	15 16.0	127 12.6
First year bach.	10	3 1.3	15 3.6	1 2.1		2 6.7		2 2.1	23 2.3
Second year bach	11	5 2.2	5 1.2	1 2.1	2 4.5			2 2.1	15 1.5
University	20	55 23.8	70 17.0	8 17.0	13 29.5	1 3.3	8 5.3	65 69.1	220 21.8
Univ. elementary	30	12 5.2	29 7.0		8 18.2			3 3.2	52 5.2
Column Total		231 22.9	412 40.9	47 4.7	44 4.4	30 3.0	150 14.9	94 9.3	1008 100.0

R094 Occupation before conflict

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Unemployed	1	27	2.7	2.7	2.7
Employee	2	134	13.3	13.3	16.0
Student	3	330	32.7	32.8	48.8
Military	4	34	3.4	3.4	52.2
Agriculture	5	343	34.0	34.1	86.3
Self employed	6	86	8.5	8.5	94.8
Others	7	44	4.4	4.4	99.2
Don't know	8	8	.8	.8	100.0
N/A	0	2	.2	Missing	
Total		1008	100.0	100.0	

Valid cases 1006 Missing cases 2

R095 Occupation today

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Unemployed	1	66	6.5	6.6	6.6
Employee	2	149	14.8	14.8	21.4
Student	3	221	21.9	21.9	43.3
Military	4	1	.1	.1	43.4
Agriculture	5	358	35.5	35.6	78.9
Self employed	6	165	16.4	16.4	95.3
Others	7	47	4.7	4.7	100.0
N/A	0	1	.1	Missing	
Total		1008	100.0	100.0	

Valid cases 1007 Missing cases 1

R096 Occupation expected in two years

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
-------------	-------	-----------	---------	---------------	-------------

Unemployed	1	3	.3	.3	.3
Employee	2	287	28.5	28.8	29.1
Student	3	66	6.5	6.6	35.7
Military	4	6	.6	.6	36.3
Agriculture	5	242	24.0	24.3	60.6
Self employment	6	207	20.5	20.8	81.3
Others	7	20	2.0	2.0	83.4
Don't know	8	166	16.5	16.6	100.0
N/A	0	11	1.1	Missing	
Total		1008	100.0	100.0	

Valid cases 997 Missing cases 11

R099 Monthly family income by STRATA (Stratification)

		Count Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
			1	2	3	4	5	6	9	
R099	0		143	255	33	15	29	127	22	624
Under \$1050			61.9	61.9	70.2	34.1	96.7	84.7	23.4	61.9
	1		45	106	14	14	1	19	54	253
Between \$1051 and			19.5	25.7	29.8	31.8	3.3	12.7	57.4	25.1
	2		13	27		7		3	7	57
Between \$2001 and			5.6	6.6		15.9		2.0	7.4	5.7
	3		16	11		2			7	36
Between \$2501 and			6.9	2.7		4.5			7.4	3.6
	4		2	6		1			1	10
Between \$3001 and			.9	1.5		2.3			1.1	1.0
	5		1	2		1			2	6
Between \$3501 and			.4	.5		2.3			2.1	.6
	6		5	2		2		1	1	11
Between \$4001 and			2.2	.5		4.5		.7	1.1	1.1
	7		1	1						2
Between \$4501 and			.4	.2						.2
	8					2				2
Between \$5001 and						4.5				.2
	10		1	2						3
Between \$6001 and			.4	.5						.3
	11		4							4
More than \$6501			1.7							.4
Column Total			231	412	47	44	30	150	94	1008
			22.9	40.9	4.7	4.4	3.0	14.9	9.3	100.0

Number of Missing Observations: 0

R091 Area of residence by STRATA (Stratification)

		Count Col Pct	FMLN	ESAF	NP-II	F-600	F-850	Civil	NP-I	Row Total
			1	2	3	4	5	6	9	
R091	1		53	184	23	8	5	64	19	356
Cantonal			22.9	44.7	48.9	18.2	16.7	43.2	20.2	35.4
	2		104	122	9	15	25	78	17	370
Rural			45.0	29.6	19.1	34.1	83.3	52.7	18.1	36.8

Urban	3	54	91	13	19		5	38	220
		23.4	22.1	27.7	43.2		3.4	40.4	21.9
Metropolitan	4	20	15	2	2		1	20	60
		8.7	3.6	4.3	4.5		.7	21.3	6.0
Column		231	412	47	44	30	148	94	1006
Total		23.0	41.0	4.7	4.4	3.0	14.7	9.3	100.0

Number of Missing Observations: 2

(12) Military information

SERV Service time by R102 Group of service

SERV	Count	R102 Group of service					Row Total
	Col Pct	FMLN	ESAF	NP	CUSEP	Others	
		1	2	3	4	5	
2.00		42	53	25	9	38	167
Less than 2 year		10.5	14.6	22.1	9.9	97.4	16.6
4.00		54	90	18	13		175
From 2 to 4 year		13.5	24.7	15.9	14.3		17.4
6.00		70	77	16	19	1	183
From 4 to 6 year		17.5	21.2	14.2	20.9	2.6	18.2
8.00		44	58	15	19		136
From 6 to 8 year		11.0	15.9	13.3	20.9		13.5
10.00		31	37	16	20		104
From 8 to 10 yea		7.7	10.2	14.2	22.0		10.3
11.00		160	49	23	11		243
More than 10 yea		39.9	13.5	20.4	12.1		24.1
Column Total		401	364	113	91	39	1008
		39.8	36.1	11.2	9.0	3.9	100.0

Number of Missing Observations: 0

R104 Incorporation mechanism

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Volunteer	1	775	76.9	80.7	80.7
Recruit	2	172	17.1	17.9	98.6
Re-enganchado	3	11	1.1	1.1	99.8
Career	4	1	.1	.1	99.9
Hired	6	1	.1	.1	100.0
N/A	0	48	4.8	Missing	
Total		1008	100.0	100.0	

Valid cases 960 Missing cases 48

R104 Incorporation mechanism by R102 Group of service

R104	Count	R102 Group of service					Row Total
	Col Pct	FMLN	ESAF	NP	CUSEP	Others	
		1	2	3	4	5	
1		383	203	104	83	2	775
Volunteer		98.0	56.1	92.0	91.2	66.7	80.7
2		8	152	3	8	1	172
Recruit		2.0	42.0	2.7	8.8	33.3	17.9
3			7	4			11
Re-enganchado			1.9	3.5			1.1
4				1			1
Career				.9			.1
6				1			1
Hired				.9			.1
Column Total		391	362	113	91	3	960
		40.7	37.7	11.8	9.5	.3	100.0

Number of Missing Observations: 48

b) Social and economic analysis with consolidated groups

R067 Community participation in wartime by STRATA2 (Consolidated stratification)

Col Pct		FMLN	ESAF	NP	Civil	Row Total
		1	2	3	4	
R067						
Very little	1	20.9	30.3	53.9	24.8	292 30.1
Little	2	6.6	7.0	4.3	6.4	62 6.4
Some	3	16.9	14.9	22.7	9.6	155 16.0
High	4	47.4	45.5	14.2	56.0	416 42.9
Very high	5	8.3	2.2	5.0	3.2	45 4.6
Column Total		302 31.1	402 41.4	141 14.5	125 12.9	970 100.0

Number of Missing Observations: 38

R068 Community participation now by STRATA2 (Consolidated stratification)

Col Pct		FMLN	ESAF	NP	Civil	Row Total
		1	2	3	4	
R068						
Very little	1	15.1	26.8	44.7	11.7	233 23.8
Little	2	8.6	9.1	4.3	5.5	76 7.8
Some	3	25.0	20.0	22.7	27.3	224 22.9
High	4	44.7	41.6	20.6	45.3	392 40.0
Very high	5	6.6	2.5	7.8	10.2	54 5.5
Column Total		304 31.1	406 41.5	141 14.4	128 13.1	979 100.0

Number of Missing Observations: 29

R069 Change in community involvement with pea by STRATA2 (Consolidated stratification)

Col Pct		FMLN	ESAF	NP	Civil	Row Total
		1	2	3	4	
R069						
N/A	0	.7	1.2	1.4	15.3	32 3.2
Much less	1	5.2	5.6	27.7	3.3	83 8.2
Less	2	23.9	19.9	4.3	14.7	183 18.2

		+	-----	+	-----	+	-----	+	-----	+	
Same	3		27.9		30.8		31.2		21.3		288
											28.6
More	4		31.8		33.0		23.4		37.3		322
											31.9
Much more	5		10.5		9.5		12.1		8.0		100
											9.9
		+	-----	+	-----	+	-----	+	-----	+	
Column			305		412		141		150		1008
Total			30.3		40.9		14.0		14.9		100.0

Number of Missing Observations: 0

R070 Closest friends (group identity) by STRATA2 (Consolidated stratification)

Col Pct		FMLN	ESAF	NP	Civil	Row
		1	2	3	4	Total
R070	0	.3	2.4		15.3	34
N/A						3.4
All Xcs	1	51.5	19.4	12.8	28.7	298
						29.6
Two Xcs	2	11.8	12.1	6.4	2.0	98
						9.7
One Xc	3	8.5	9.0	7.8	6.7	84
						8.3
None Xcs	4	27.9	57.0	73.0	47.3	494
						49.0
Column		305	412	141	150	1008
Total		30.3	40.9	14.0	14.9	100.0

Number of Missing Observations: 0

R071 Sports participation by STRATA2 (Consolidated stratification)

Col Pct		FMLN	ESAF	NP	Civil	Row
		1	2	3	4	Total
R071	0	2.0	1.9	.7	15.3	38
N/A						3.8
Very little	1	56.4	47.8	29.8	62.7	505
						50.1
Little	2	6.2	2.4	2.8	.7	34
						3.4
Some	3	13.8	16.5	31.9	8.7	168
						16.7
Much	4	17.4	26.5	24.1	9.3	210
						20.8
Very much	5	4.3	4.9	10.6	3.3	53
						5.3
Column		305	412	141	150	1008
Total		30.3	40.9	14.0	14.9	100.0

Number of Missing Observations: 0

R072 Did it before the war ? by STRATA2 (Consolidated stratification)

Col Pct		FMLN	ESAF	NP	Civil	Row Total
		1	2	3	4	
R072	0	3.0	1.9	1.4	16.0	43
N/A						4.3
	1	29.8	26.5	21.3	40.7	291
Very little						28.9
	2	6.6	5.1	3.5	2.7	50
Little						5.0
	3	20.0	17.7	32.6	8.7	193
Some						19.1
	4	34.4	44.7	25.5	26.0	364
Much						36.1
	5	6.2	4.1	15.6	6.0	67
Very much						6.6
Column Total		305	412	141	150	1008
		30.3	40.9	14.0	14.9	100.0

Number of Missing Observations: 0

R073 Has your community improved since peace by STRATA2 (Consolidated stratification)

Col Pct		FMLN	ESAF	NP	Civil	Row Total
		1	2	3	4	
R073	0	8.5	7.0		.7	56
N/A						5.6
	1	1.6	1.9	2.1	2.0	19
Much worst						1.9
	2	16.1	15.0	10.6	16.0	150
Worst						14.9
	3	23.6	23.1	34.0	16.7	240
Equal						23.8
	4	47.5	47.6	36.2	61.3	484
Better						48.0
	5	2.6	5.3	17.0	3.3	59
Much better						5.9
Column Total		305	412	141	150	1008
		30.3	40.9	14.0	14.9	100.0

Number of Missing Observations: 0

R074 What about your family situation ? by STRATA2 (Consolidated stratification)

Col Pct		FMLN	ESAF	NP	Civil	Row Total
		1	2	3	4	
R074	0	4.6	1.0		2.0	21
N/A						2.1
	1	6.6	2.7	.7	2.7	36
Much worst						3.6

		2	18.4	16.0	7.1	25.3	170
Worst							16.9
		3	29.8	35.0	34.0	20.7	314
Equal							31.2
		4	38.7	42.7	37.6	48.0	419
Better							41.6
		5	2.0	2.7	20.6	1.3	48
Much better							4.8
Column			305	412	141	150	1008
Total			30.3	40.9	14.0	14.9	100.0

Number of Missing Observations: 0

R075 What about yourself ? by STRATA2 (Consolidated stratification)

	Col Pct		FMLN	ESAF	NP	Civil	Row
			1	2	3	4	Total
R075		0			.7		1
N/A							.1
		1	5.9	2.4	1.4	4.7	37
Much worst							3.7
		2	16.4	18.0	9.2	30.7	183
Worst							18.2
		3	25.2	26.9	15.6	16.7	235
Equal							23.3
		4	48.2	46.4	44.7	46.0	470
Better							46.6
		5	4.3	6.3	28.4	2.0	82
Much better							8.1
Column			305	412	141	150	1008
Total			30.3	40.9	14.0	14.9	100.0

Number of Missing Observations: 0

R076 How do you think you will be next year ? by STRATA2 (Consolidated stratification)

	Col Pct		FMLN	ESAF	NP	Civil	Row
			1	2	3	4	Total
R076		0	23.0	24.0	7.8	26.7	220
N/A							21.8
		1	3.3	2.2	.7	.7	21
Much worst							2.1
		2	9.8	5.3	2.8	10.0	71
Worst							7.0
		3	13.4	11.7	14.2	16.0	133
Equal							13.2
		4	35.4	37.4	21.3	29.3	336
Better							33.3
		5	15.1	19.4	53.2	17.3	227
Much better							22.5

Column	305	412	141	150	1008
Total	30.3	40.9	14.0	14.9	100.0

Number of Missing Observations: 0

R077 Have you voted in wartime ? by STRATA2 (Consolidated stratification)

Col	Pct	FMLN ESAF NP Civil				Row Total
		1	2	3	4	
R077		-----+-----+-----+-----+-----				
	1	25.8	5.1	4.6	16.4	127
Minor						12.9
	2	6.4	4.4	1.5	4.1	45
Undocumented						4.6
	3	7.5	.5		8.9	37
Security issue						3.8
	4	13.6	5.4	5.4	8.2	81
Not interested						8.3
	5	33.6	40.0	36.9	46.6	379
Did vote						38.6
	6	13.2	44.6	51.5	15.8	312
On duty						31.8
		-----+-----+-----+-----+-----				
Column		295	410	130	146	981
Total		30.1	41.8	13.3	14.9	100.0

Number of Missing Observations: 27

R078 Have you voted last elections ? by STRATA2 (Consolidated stratification)

Col	Pct	FMLN ESAF NP Civil				Row Total
		1	2	3	4	
R078		-----+-----+-----+-----+-----				
	1	11.5		.8	3.4	41
Minor						4.1
	2	4.3	7.2	3.8	6.0	56
Undocumented						5.7
	3	1.3	2.5		.7	15
Security issue						1.5
	4	2.6	12.6	9.2	7.4	82
Not interested						8.3
	5	79.3	69.9	36.9	81.9	694
Did vote						70.2
	6	1.0	7.9	49.2	.7	100
On duty						10.1
		-----+-----+-----+-----+-----				
Column		304	405	130	149	988
Total		30.8	41.0	13.2	15.1	100.0

Number of Missing Observations: 20

R079 Will you vote in the next elections ? by STRATA2 (Consolidated stratification)

Col	Pct	FMLN ESAF NP Civil				Row Total
		1	2	3	4	

R079						
	0	1.0	2.2	7.8	6.7	33
N/A						3.3
	1				1.3	2
Minor						.2
	2		.2			1
Undocumented						.1
	3	3.0	3.6	1.4	3.3	31
Security issue						3.1
	4	10.8	12.9	9.9	12.0	118
Not interested						11.7
	5	85.2	81.1	80.9	76.7	823
Will vote						81.6
Column		305	412	141	150	1008
Total		30.3	40.9	14.0	14.9	100.0

Number of Missing Observations: 0

R080 Has your personal security improved since by STRATA2 (Consolidated stratification)

	Col Pct					
		FMLN	ESAF	NP	Civil	Row
		1	2	3	4	Total
R080						
	0		.7	.7		4
N/A						.4
	1	.7	6.1	5.7	.7	36
Much worst						3.6
	2	11.5	14.1	9.2	4.7	113
Worst						11.2
	3	17.7	17.7	25.5	9.3	177
Equal						17.6
	4	55.7	44.9	34.0	62.0	496
Better						49.2
	5	14.4	16.5	24.8	23.3	182
Much better						18.1
Column		305	412	141	150	1008
Total		30.3	40.9	14.0	14.9	100.0

Number of Missing Observations: 0

R081 And compared to pre-war conditions ? by STRATA2 (Consolidated stratification)

	Col Pct					
		FMLN	ESAF	NP	Civil	Row
		1	2	3	4	Total
R081						
	1	5.3	12.3	7.9	13.7	95
Much worst						9.8
	2	23.2	21.2	22.3	37.0	235
Worst						24.3
	3	16.9	21.7	28.1	9.6	187
Equal						19.4
	4	32.7	27.0	25.9	21.2	267
Better						27.6

Much better	5	21.8	17.9	15.8	18.5	182
						18.8
Column		284	397	139	146	966
Total		29.4	41.1	14.4	15.1	100.0

Number of Missing Observations: 42

A082 How many do you know ? by STRATA2 (Consolidated stratification)

		STRATA2				Row Total
Col Pct		FMLN	ESAF	NP	Civil	
		1	2	3	4	
A082	0	57.4	43.9	68.8	57.3	539
						53.5
	1	32.1	43.0	10.6	40.0	350
						34.7
	2	8.5	10.4	17.0	2.7	97
						9.6
	3	1.6	2.4	3.5		20
						2.0
	4	.3	.2			2
						.2
Column		305	412	141	150	1008
Total		30.3	40.9	14.0	14.9	100.0

Number of Missing Observations: 0

B082 How many are you part of ? by STRATA2 (Consolidated stratification)

		STRATA2				Row Total
Col Pct		FMLN	ESAF	NP	Civil	
		1	2	3	4	
B082	0	89.2	86.2	88.7	74.0	863
						85.6
	1	9.8	12.9	10.6	24.7	135
						13.4
	2	1.0	1.0		1.3	9
						.9
	3			.7		1
						.1
Column		305	412	141	150	1008
Total		30.3	40.9	14.0	14.9	100.0

Number of Missing Observations: 0

A083 How many do you know ? by STRATA2 (Consolidated stratification)

		STRATA2				Row Total
Col Pct		FMLN	ESAF	NP	Civil	
		1	2	3	4	
A083	0	40.0	41.0	73.0	31.3	441
						43.8
	1	49.5	49.0	23.4	50.0	461

					45.7
2	9.5	9.0	2.8	17.3	96
					9.5
3	1.0	1.0	.7	.7	9
					.9
4				.7	1
					.1
Column	305	412	141	150	1008
Total	30.3	40.9	14.0	14.9	100.0

Number of Missing Observations: 0

B083 How many are you part of ? by STRATA2 (Consolidated stratification)

Col Pct	STRATA2				Row Total
	FMLN	ESAF	NP	Civil	
	1	2	3	4	
B083					
0	54.1	54.9	76.6	40.7	560
					55.6
1	41.3	38.8	21.3	47.3	387
					38.4
2	3.9	6.1	1.4	10.7	55
					5.5
3	.7	.2	.7	.7	5
					.5
4				.7	1
					.1
Column	305	412	141	150	1008
Total	30.3	40.9	14.0	14.9	100.0

Number of Missing Observations: 0

11. Group Summaries

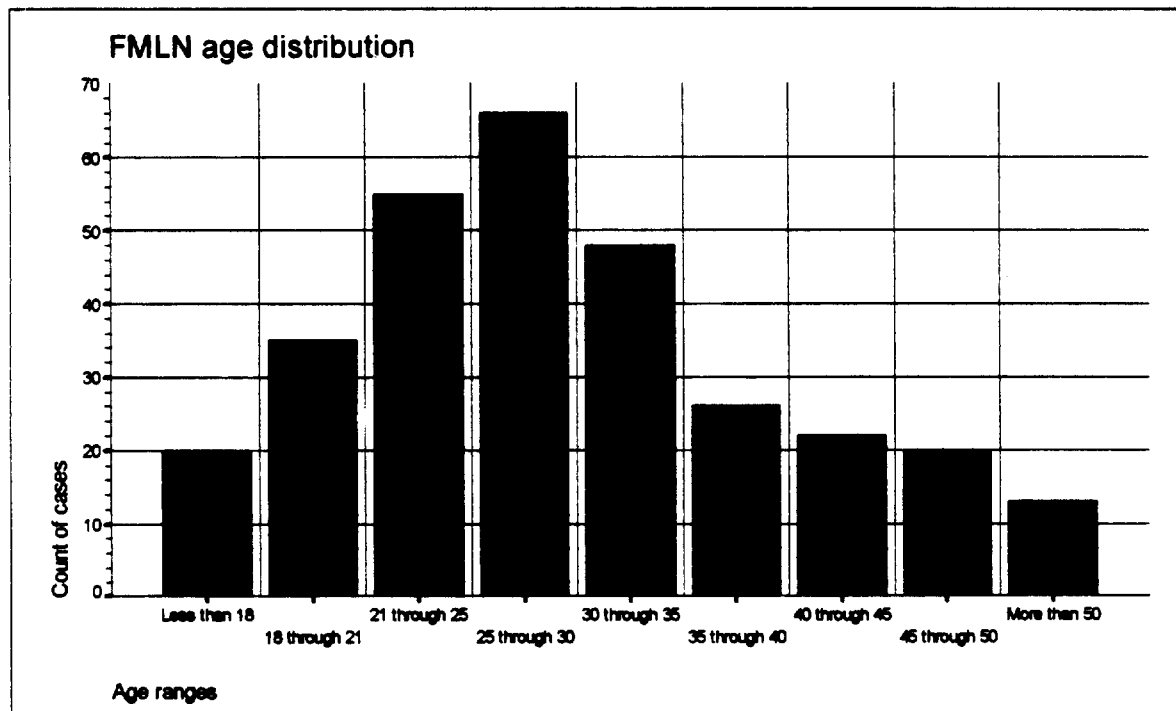
a) FMLN Demobilized technical data

Situation for demobilized FMLN

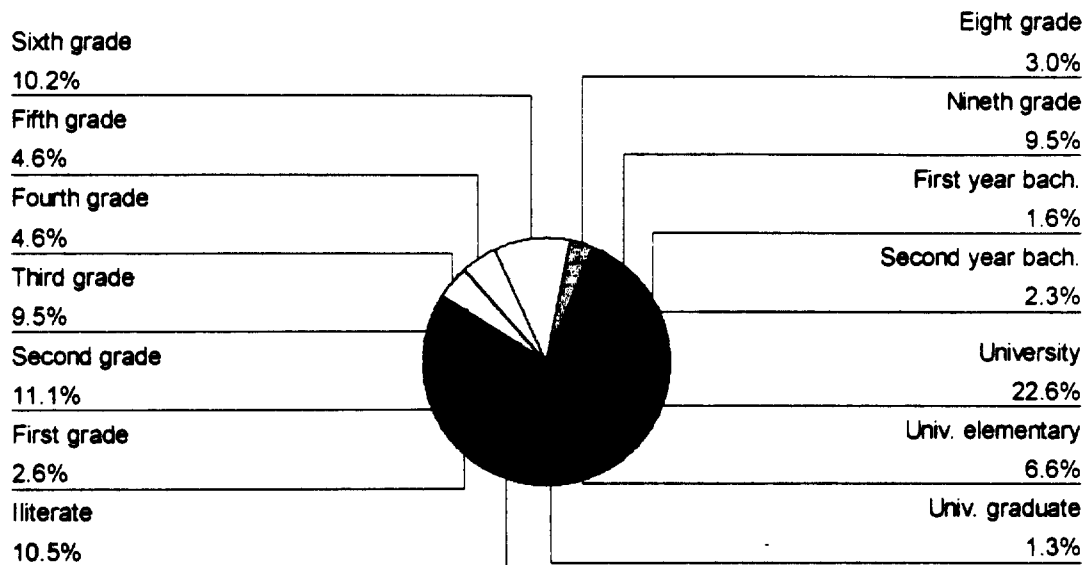
Group \$TYPE Sample characteristic
(Value tabulated = Yes)

Dichotomy label	Name	Count	Pct of Responses	Pct of Cases
Active conflict participation	R001	293	28.1	96.1
On duty at CoF	R002	264	25.4	86.6
Demobilized	R003	272	26.1	89.2
Has been PNC	R004	5	.5	1.6
Specially affected	R005	207	19.9	67.9
Total responses		1041	100.0	341.3

0 missing cases; 305 valid cases

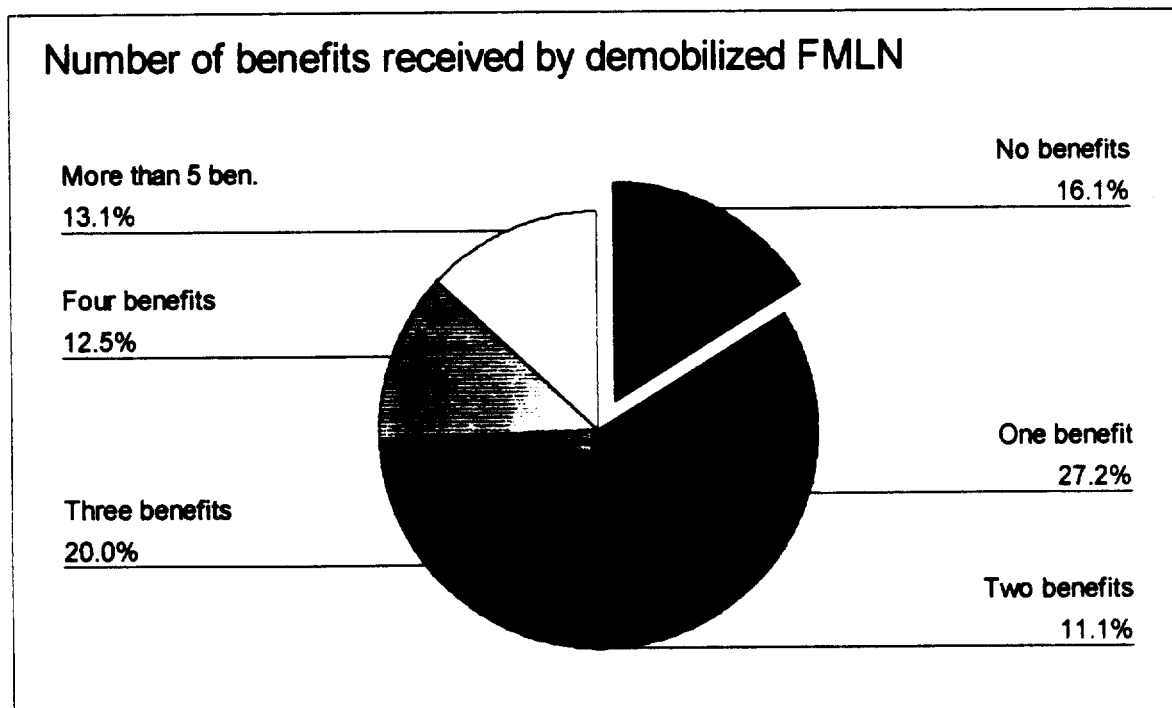
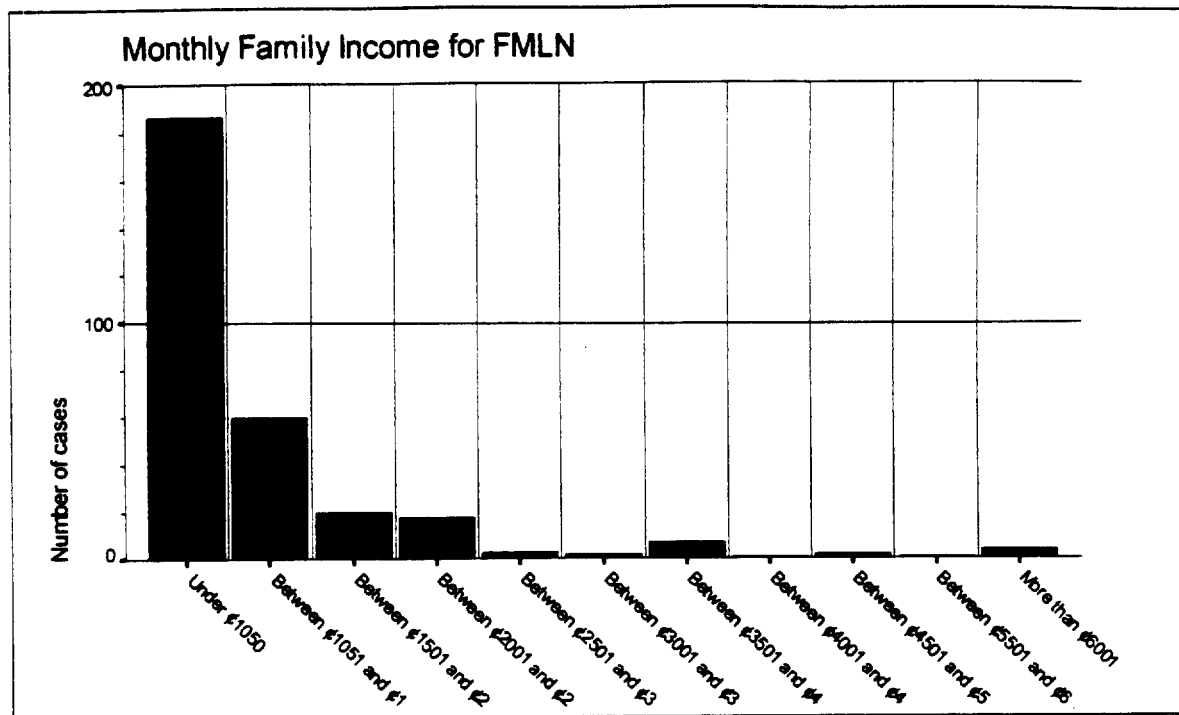


Education level for demobilized FMLN



FMLN Incorporation mechanisms





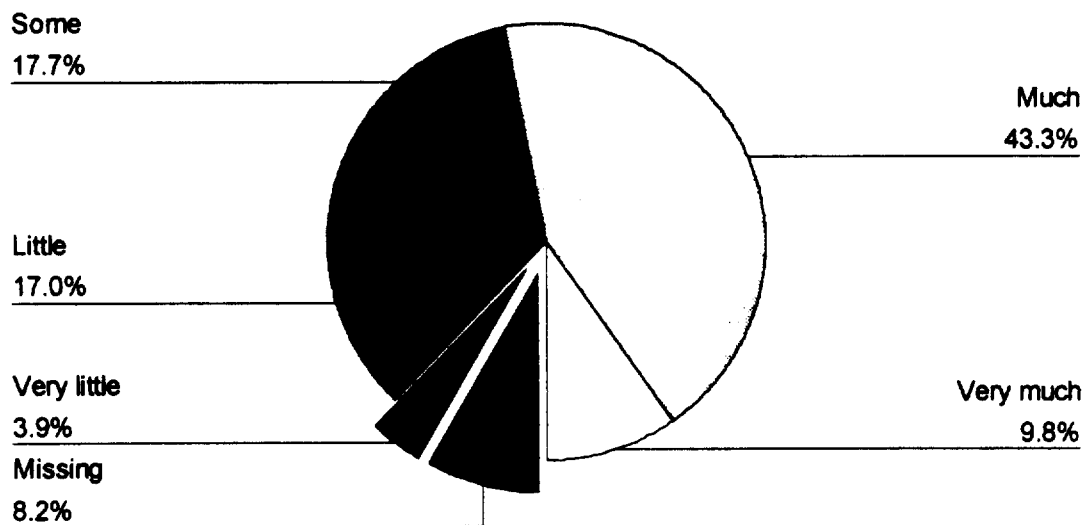
Access to benefits for demobilized FMLN

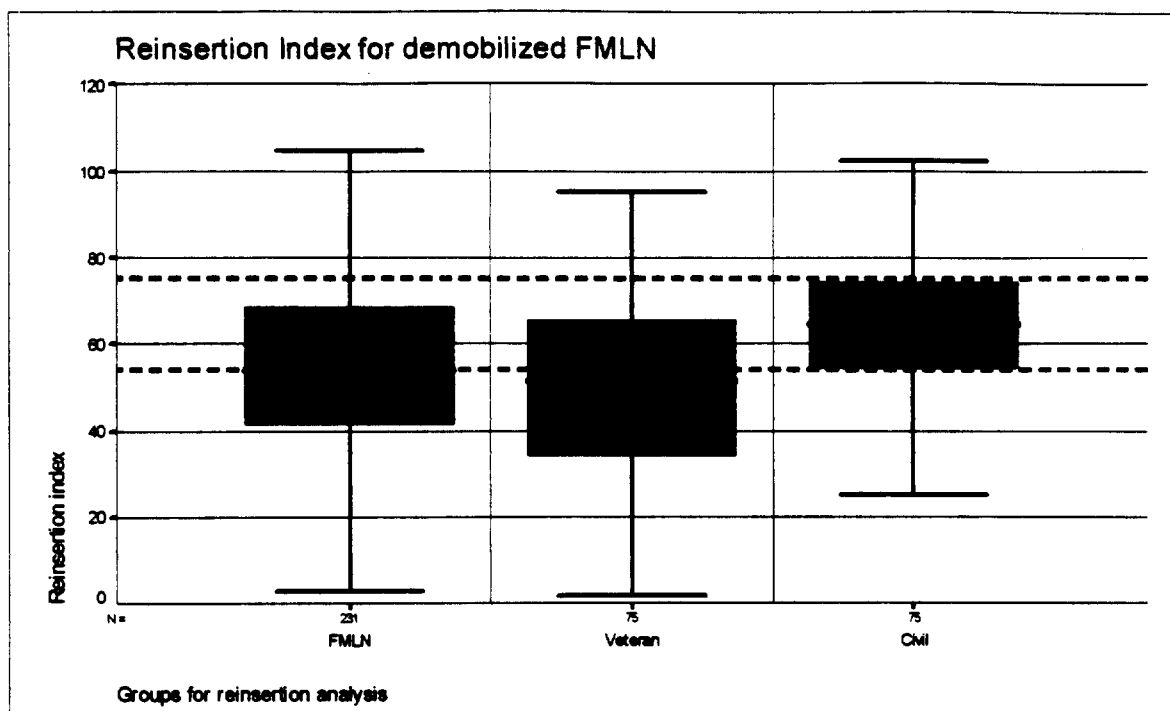
Group SEVERY Benefit
(Value tabulated = 1)

Dichotomy label	Name	Count	Pct of Responses	Pct of Cases
Civil documents	A053	1	.2	.4
Ag. toolkits	B053	138	20.8	54.8
Household effects	C053	157	23.7	62.3
Food supplies	D053	13	2.0	5.2
Severance payment	G053	4	.6	1.6
Training	I053	129	19.5	51.2
Scholarship	J053	81	12.2	32.1
Microenterprise credit	K053	19	2.9	7.5
Land / Land credit	L053	35	5.3	13.9
Agric. credit	M053	67	10.1	26.6
Materials / housing	N053	4	.6	1.6
Tech. assistance	O053	14	2.1	5.6
Total responses		662	100.0	262.7

53 missing cases; 252 valid cases

Reinsertion perception for demobilized FMLN





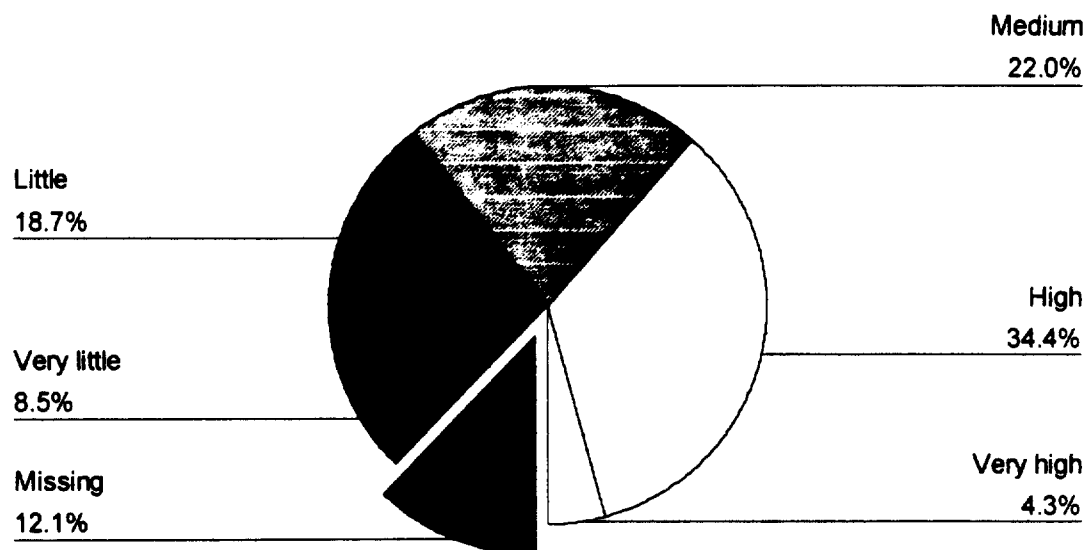
Preferred benefits for demobilized FMLN

Group SBEST Benefits

Category label	Code	Count	Pct of Responses	Pct of Cases
Packages and toolkits	2	36	6.7	13.7
Payments	3	29	5.4	11.0
Training	5	143	26.7	54.4
Scholarships	6	101	18.9	38.4
Credit lines	7	174	32.5	66.2
Building materials	8	25	4.7	9.5
Tech. assistance	9	27	5.0	10.3
Total responses		535	100.0	203.4

42 missing cases; 263 valid cases

Reinsertion programming contribution for demobilized FMLN



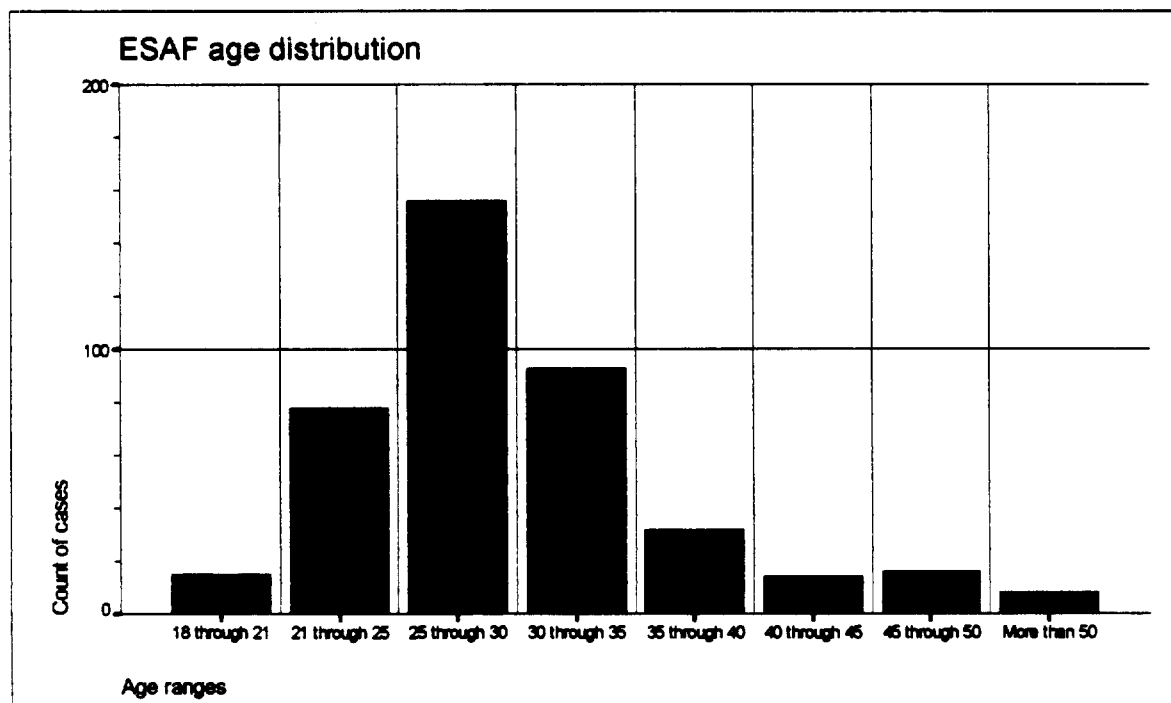
b) *ESAF Demobilized technical data*

Situation for demobilized ESAF

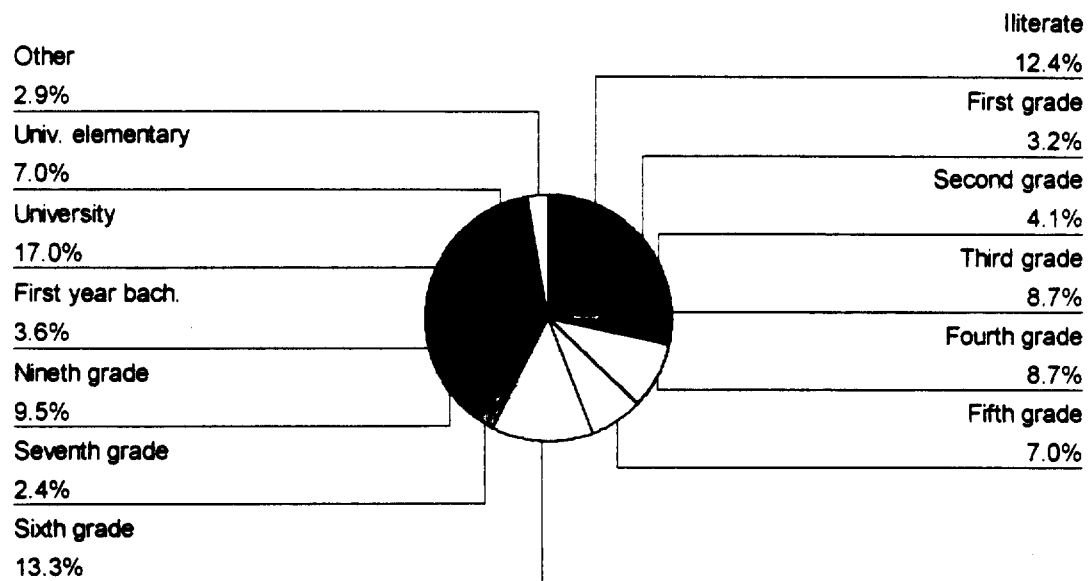
Group STYPE Sample characteristic
(Value tabulated = Yes)

Dichotomy label	Name	Count	Pct of Responses	Pct of Cases
Active conflict participation	R001	402	30.0	97.6
On duty at CoF	R002	386	28.8	93.7
Demobilized	R003	393	29.3	95.4
Has been PNC	R004	3	.2	.7
Specially affected	R005	156	11.6	37.9
Total responses		1340	100.0	325.2

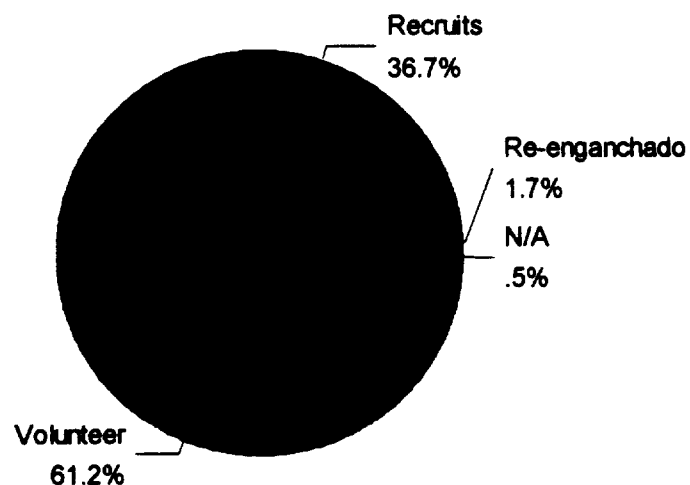
0 missing cases; 412 valid cases

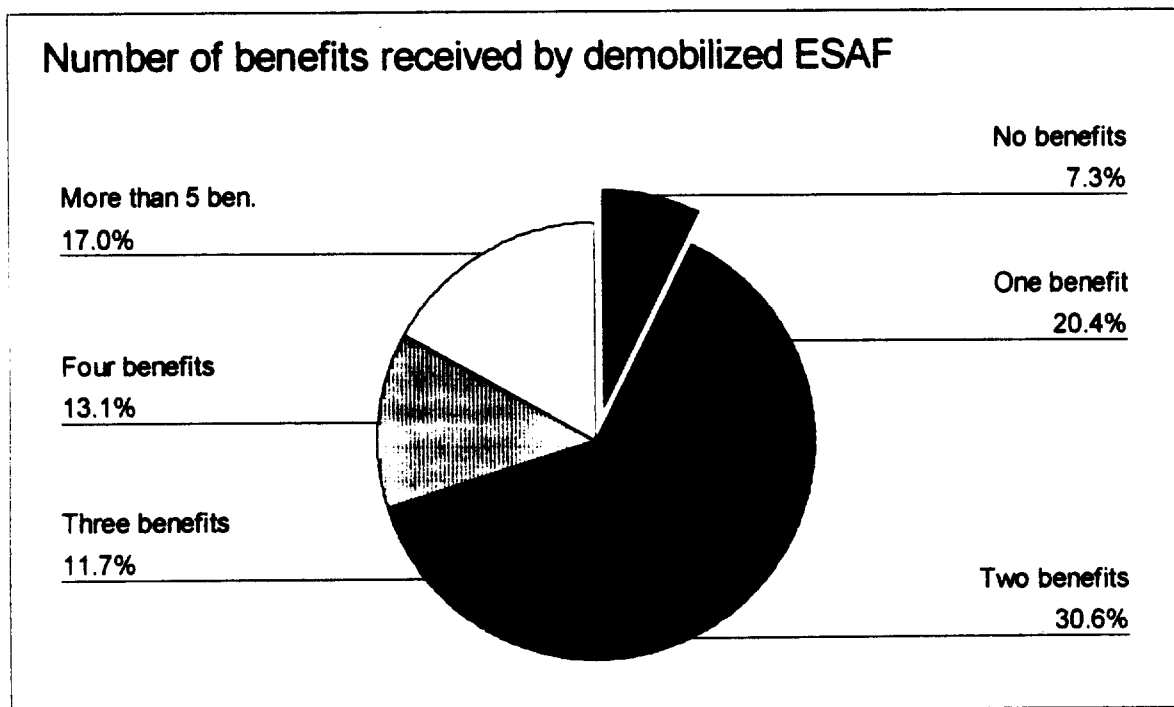
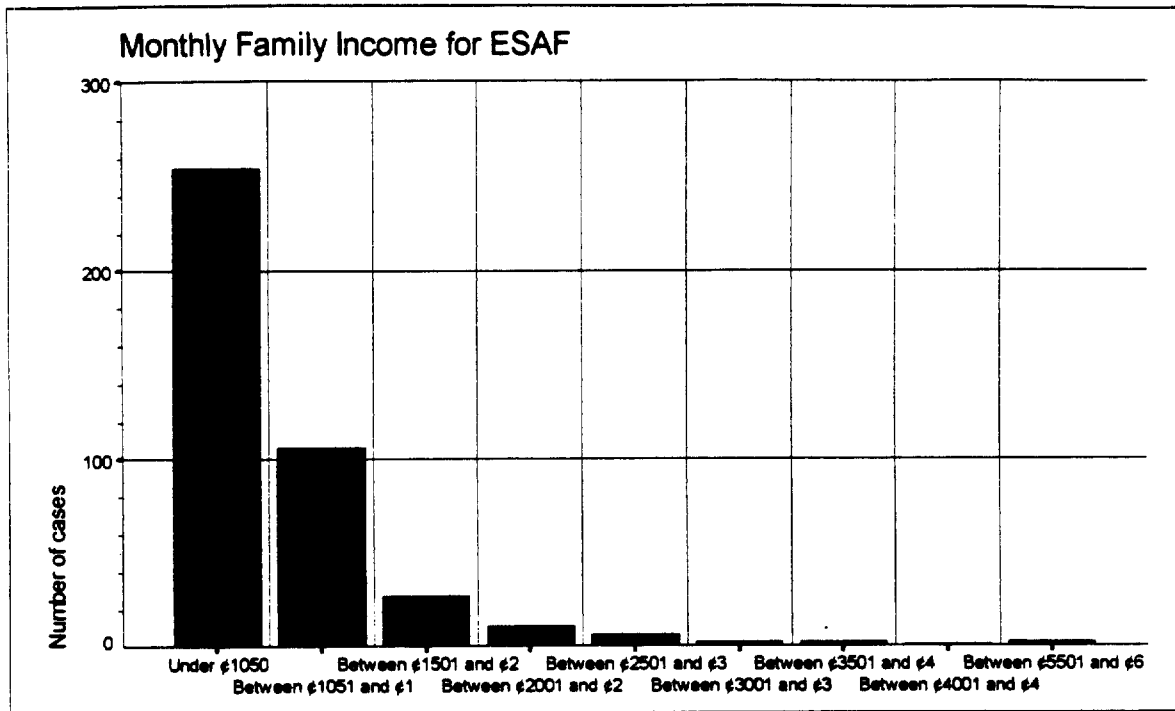


Education levels for demobilized ESAF



ESAF Incorporation mechanisms





30

Access to benefits for demobilized ESAF

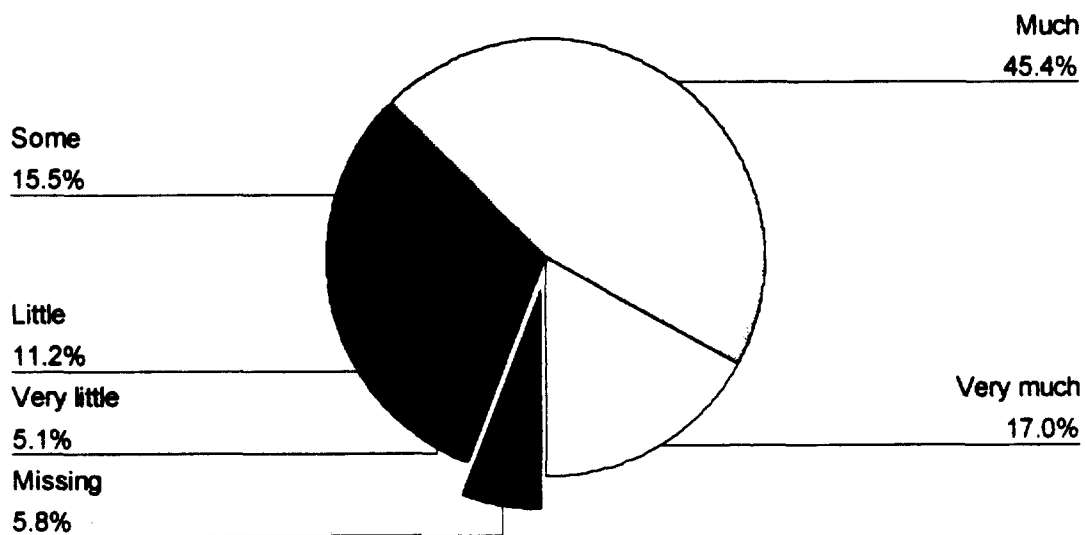
Group \$EVERY Benefit

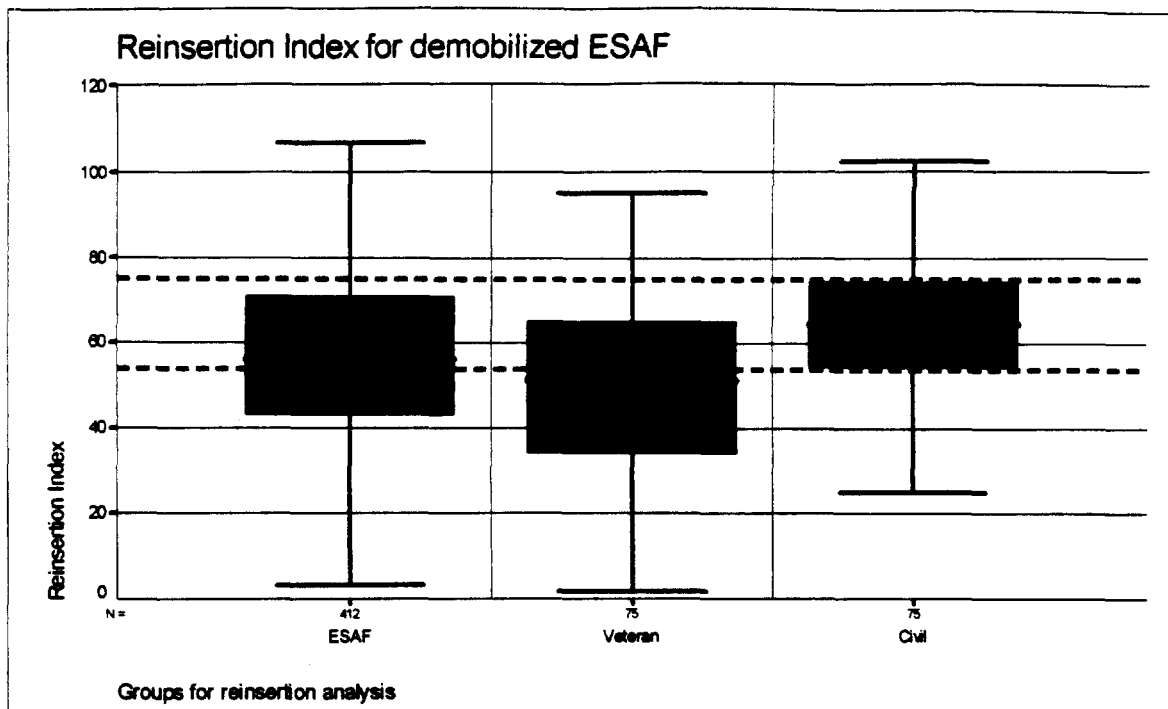
(Value tabulated = 1)

Dichotomy label	Name	Count	Pct of Responses	Pct of Cases
Ag. toolkits	B053	197	19.6	51.7
Household effects	C053	2	.2	.5
Food supplies	D053	22	2.2	5.8
Severance payment	G053	185	18.4	48.6
Training	I053	155	15.5	40.7
Scholarship	J053	93	9.3	24.4
Microenterprise credit	K053	4	.4	1.0
Land / Land credit	L053	155	15.5	40.7
Agric. credit	M053	122	12.2	32.0
Materials / housing	N053	33	3.3	8.7
Tech. assistance	O053	35	3.5	9.2
Total responses		1003	100.0	263.3

31 missing cases; 381 valid cases

Reinsertion perception for demobilized ESAF





Preferred benefits for demobilized ESAF

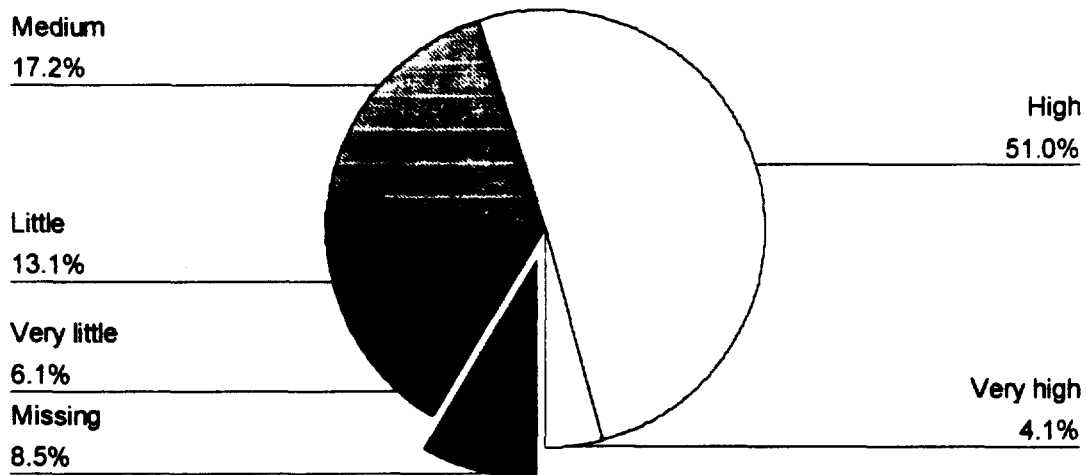
Group \$BEST Benefits

Category label	Code	Count	Pct of Responses	Pct of Cases
Relief activities	1	5	.6	1.3
Packages and toolkits	2	28	3.5	7.5
Payments	3	113	14.2	30.4
Counseling	4	1	.1	.3
Training	5	163	20.5	43.8
Scholarships	6	105	13.2	28.2
Credit lines	7	325	40.9	87.4
Building materials	8	47	5.9	12.6
Tech. assistance	9	7	.9	1.9
Total responses		794	100.0	213.4

40 missing cases; 372 valid cases

152

Reinsertion programming contribution for demobilized ESAF



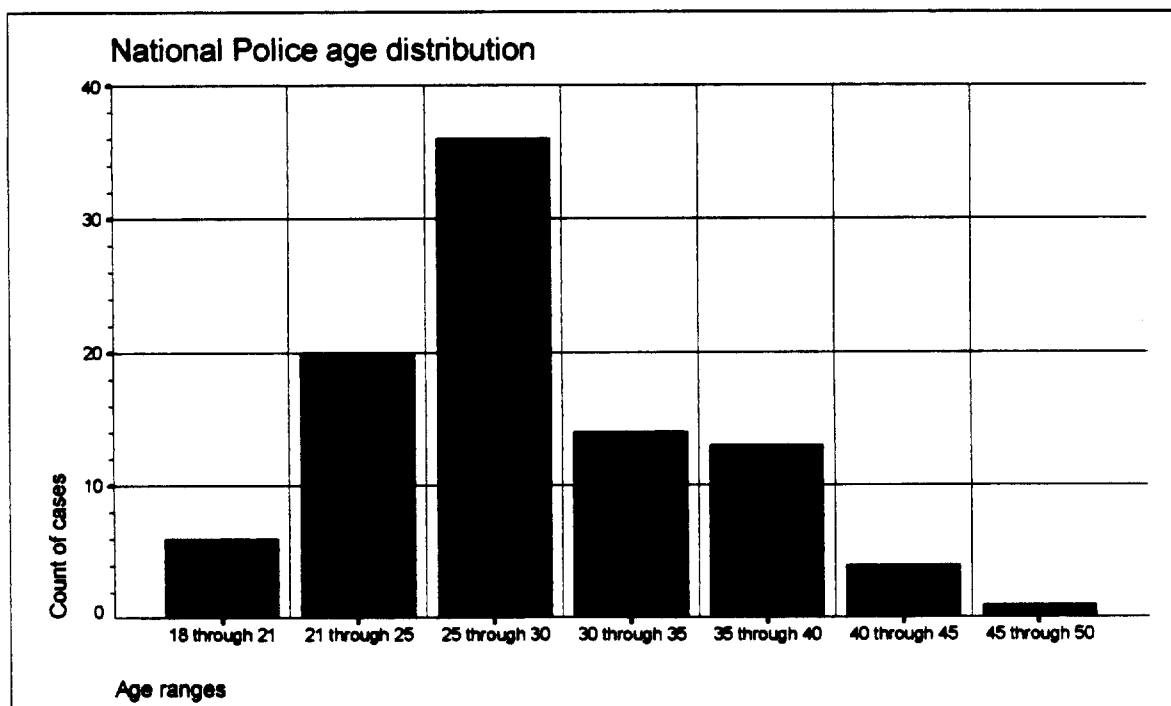
c) *National Police Demobilized technical data***Situation for demobilized National Police**

Group STYPE Sample characteristic

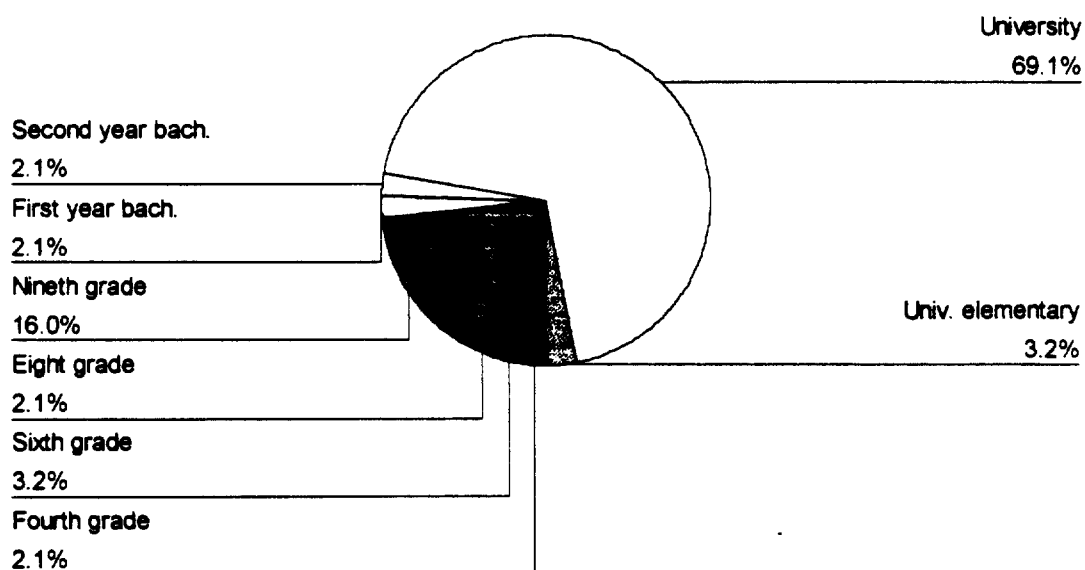
(Value tabulated = Yes)

Dichotomy label	Name	Count	Pct of Responses	Pct of Cases
Active conflict participation	R001	57	19.6	60.6
On duty at CoF	R002	89	30.6	94.7
Demobilized	R003	91	31.3	96.8
Has been PNC	R004	15	5.2	16.0
Specially affected	R005	39	13.4	41.5
		-----	-----	-----
	Total responses	291	100.0	309.6

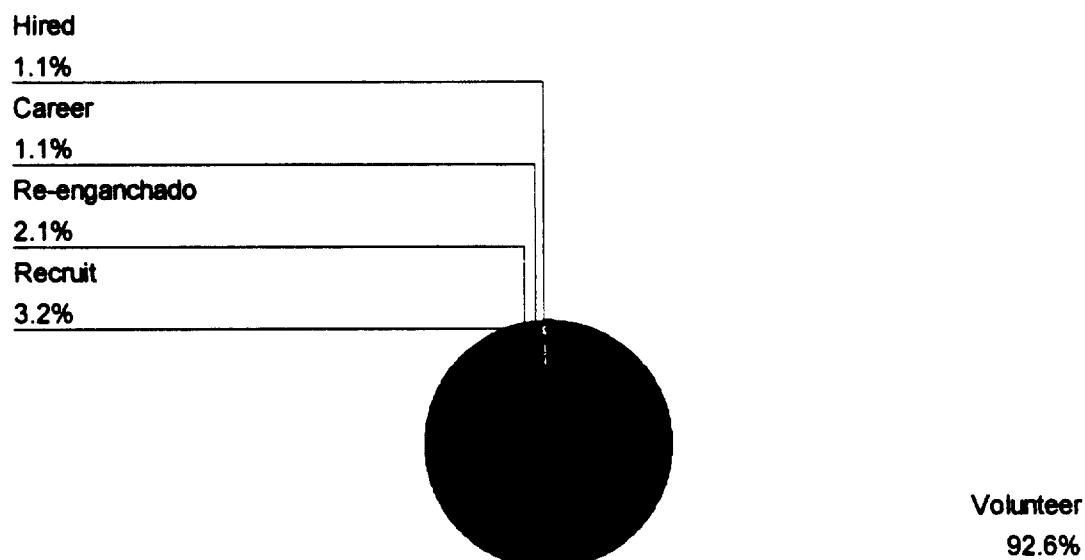
0 missing cases; 94 valid cases

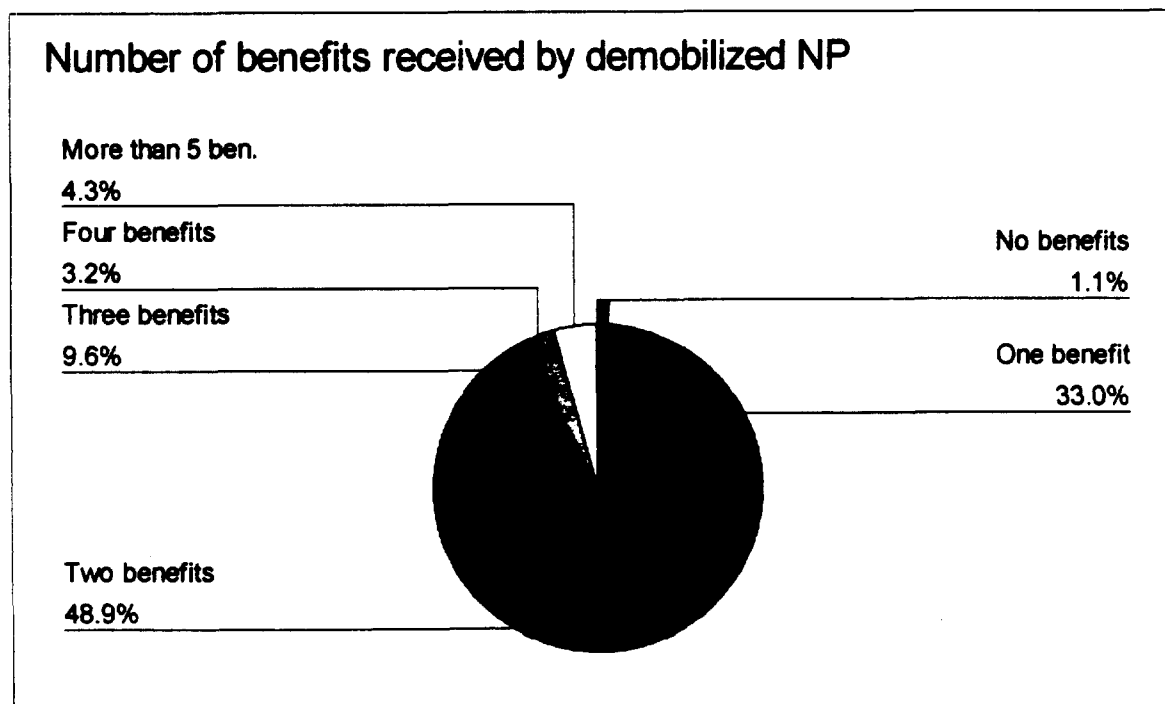
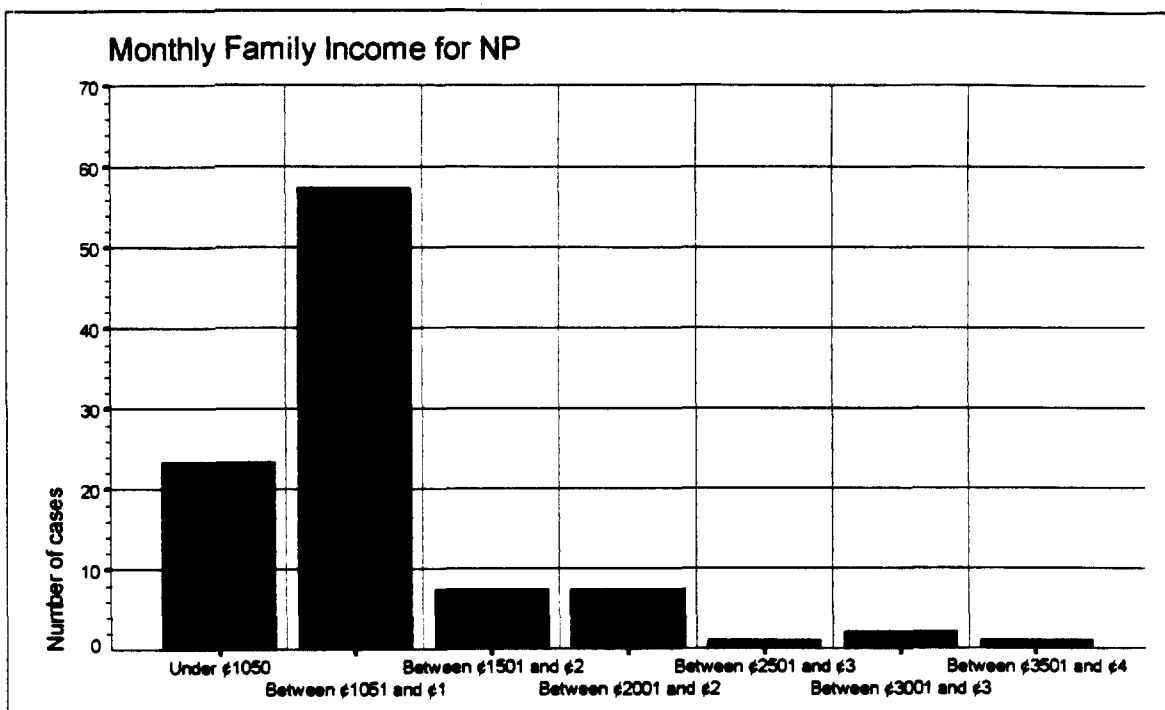


Education levels for demobilized NP



National Police Incorporation Mecanismos







Access to benefits for demobilized NP

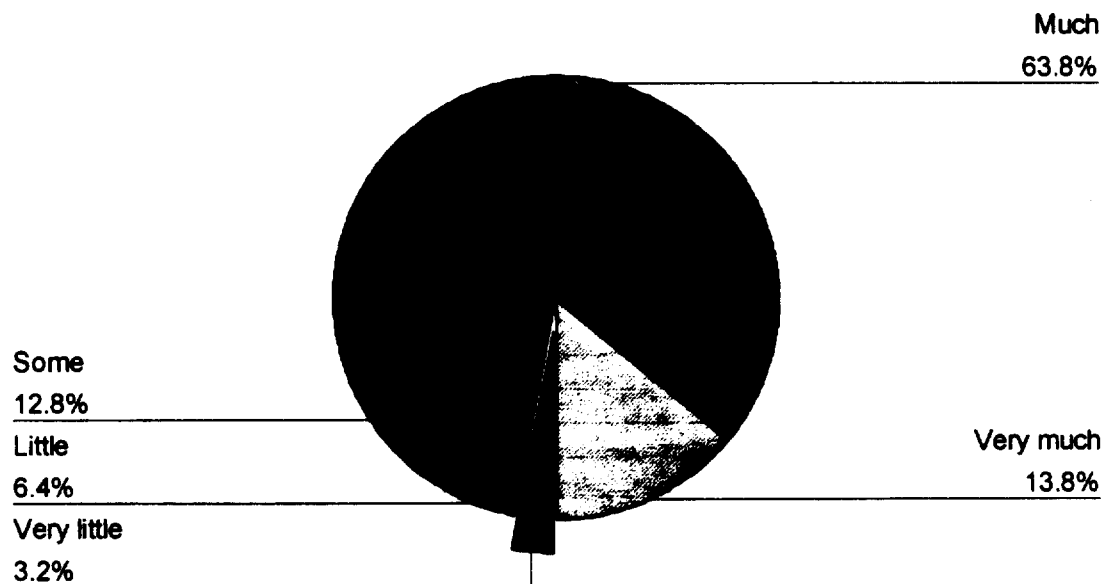
Group \$EVERY Benefit

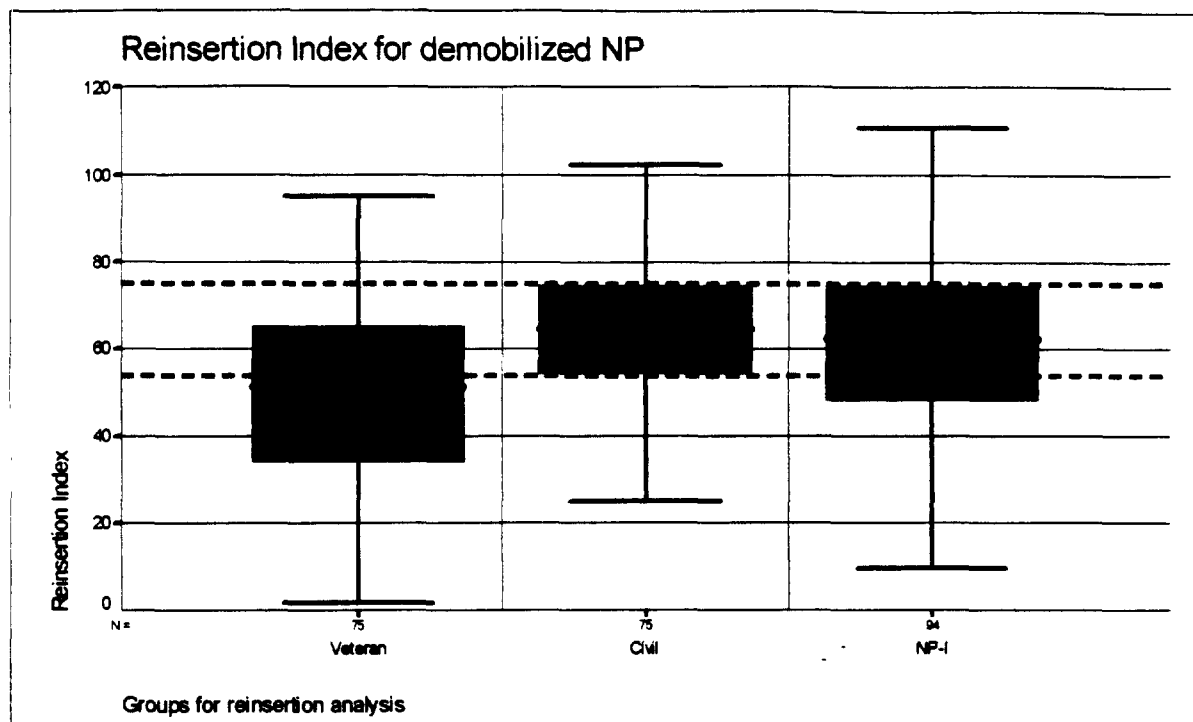
(Value tabulated = 1)

Dichotomy label	Name	Count	Pct of Responses	Pct of Cases
Ag. toolkits	B053	11	5.9	11.8
Transportation	E053	9	4.8	9.7
Medical assistance	F053	1	.5	1.1
Severance payment	G053	53	28.2	57.0
Counseling	H053	9	4.8	9.7
Training	I053	14	7.4	15.1
Scholarship	J053	75	39.9	80.6
Microenterprise credit	K053	1	.5	1.1
Land / Land credit	L053	4	2.1	4.3
Agric. credit	M053	7	3.7	7.5
Tech. assistance	O053	4	2.1	4.3
Total responses		188	100.0	202.2

1 missing cases; 93 valid cases

Reinsertion perception for demobilized NP





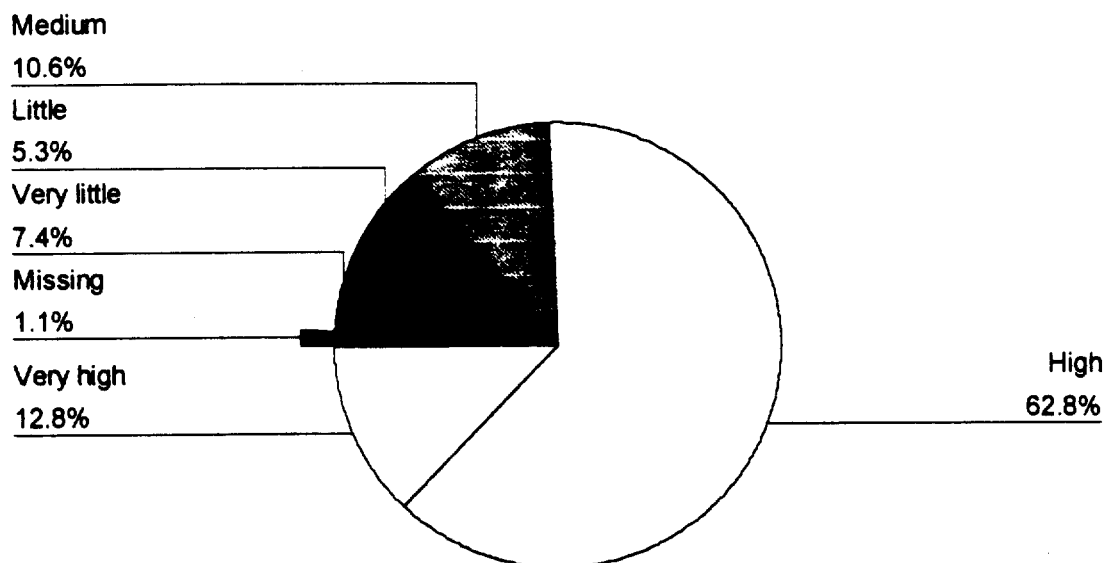
Preferred benefits for demobilized NP

Group \$BEST Benefits

Category label	Code	Count	Pct of Responses	Pct of Cases
Relief activities	1	22	10.6	23.4
Packages and toolkits	2	5	2.4	5.3
Payments	3	44	21.2	46.8
Counseling	4	11	5.3	11.7
Training	5	20	9.6	21.3
Scholarships	6	77	37.0	81.9
Credit lines	7	25	12.0	26.6
Building materials	8	1	.5	1.1
Tech. assistance	9	3	1.4	3.2
		-----	-----	-----
Total responses		208	100.0	221.3

0 missing cases; 94 valid cases

Reinsertion programming contribution for demobilized NP



d) Gender Specific Issues

Note: Representation of women in the sampled populations has resulted relevant only for the FMLN groups and the civilians (See table 1). For this reason is expected that some of the information presented in this section is related not only to gender factors but also to specific groups characteristics.

(1) Sample representation

Table 1 shows the gender distribution for each of the sampled groups. The only segments with more than 20 percent of women respondents were the FMLN and Civilians (including veterans, mostly from the disabled in the FMLN).

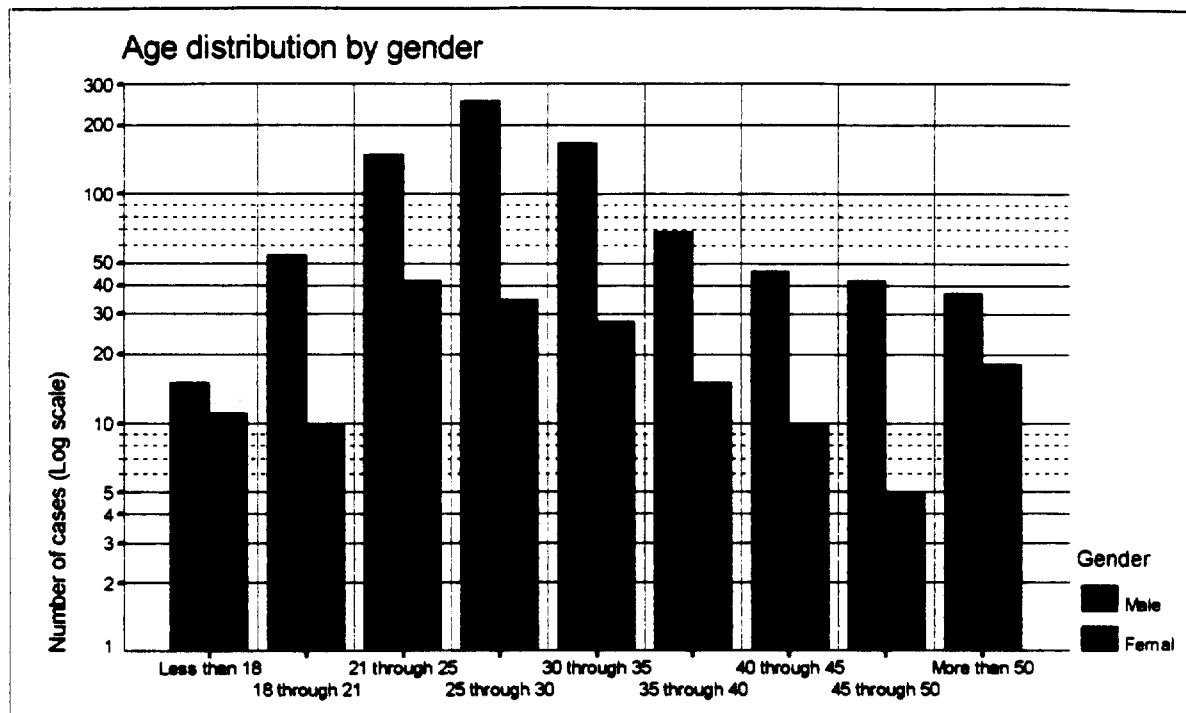
R089 Gender by GROUP							
	Col Pet	GROUP					Row
		FMLN	ESAF	NP-II	VETERAN	CIVIL	
		1	2	3	4	5	6
R089							Total
Male	1	68.5	98.1	95.7	78.7	63.3	83.4
							80.7
Female	9	31.5	1.9	4.3	21.3	46.7	17.4
							17.3
Column		305	412	47	75	75	94
Total		30.3	40.9	4.7	7.4	7.4	9.3
							100.0
Number of Missing Observations: 0							

Table 1

(2) Demographic Information

Interviewed women's age ranges follow a different distribution than male respondents. As presented in the following chart, women representation tends to be higher in the extreme ranges. That is, more young and elder women were represented in the sample (proportionally) than male. The chart is presented in a logarithmic scale to facilitate its reading due to the significant differences in the total numbers for each group.

This significant increase in the representation for the extreme ranges could be attributable to the survey mechanisms and cultural factors. While visiting rural communities, it is more likely to find the family young and elder women in charge of the house activities than the presence of heads of family who are usually engaged in productive activities away from the house.



Women are also more involved in self-employment and non-traditional activities than men. Also, as presented in table 2, the unemployment rate for women is over two times higher than for men, while the rate for women engaged in education activities exceeds men's rate by almost 50 percent. Only 15 percent of women were involved in formal agriculture activities while almost 40 percent of men reported agriculture as their main activity.

R099 Gender by R095 Occupation today

Row	Pot	R095								Row Total
		N/A	Unemploy ed	Employee	Student	Military	Agricult ure	Self emp loyed	Others	
		0	1	2	3	4	5	6	7	
R099	1	.1	5.4	15.0	20.6	.1	39.8	15.3	3.6	834
Male										62.7
	9		12.1	13.8	26.0		14.9	21.3	9.8	174
Female										17.3
Column		1	66	149	221	1	358	165	47	1009
Total		.1	6.5	14.8	21.9	.1	35.5	16.4	4.7	100.0

Number of Missing Observations: 0

Table 2

(3) Social factors

Women strongly considered themselves more affected by the armed conflict than men. As shown in table 3, almost half the male respondents considered themselves specially affected by the conflict; and over three out of four women considered that they has been more affected than the average Salvadoran. This perception is probably related to the significant

R005 Specially affected by R089 Gender				
	Col Pct	R089		Row Total
		Male	Female	
R005		1	9	
No	0	48.3	23.6	444 44.0
Yes	1	51.7	76.4	564 56.0
Column		834	174	1008
Total		82.7	17.3	100.0
Number of Missing Observations: 0				

Table 3

number of respondents who declared to have lost family members in the armed conflict. It is also important to remark that the civilian population sample, (the segment with higher women representation), was obtained from former conflictive areas where the civilian population was more directly affected by the conflict than in non-conflictive areas. This factor allows for a higher representation of respondents considering themselves more affected than the rest of the Salvadoran society than a sample taken from urban areas.

Even while considering themselves more specially affected than male, female respondents have a slightly higher perception of improvement in their personal security than male respondents. As presented in table 4, approximately 65 percent of men considered that their personal security is better or much better since the peace while almost 75 percent of women felt the same. Also, the proportion of female respondents considering that their personal security conditions are worst than in wartime is 50 percent lower than for male respondents.

R089 Gender by R080 Has your personal security improved since peace							
	Row Pct	R080					
		N/A	Much wor st	Worst	Equal	Better	Much bet ter
		0	1	2	3	4	5
R089							Total
Male	1	.5	4.0	11.6	18.1	47.1	18.7
Female	9		1.7	9.2	14.9	59.2	14.9
Column		4	36	113	177	496	182
Total		.4	3.6	11.2	17.6	49.2	18.1
Number of Missing Observations: 0							

Table 4



The participation rates for female respondents in community activities is much lower than for male respondents (See table 5). Women are more evenly distributed in the full range of participation degrees, while men tend to cluster around high participation rates. This is a factor possibly related to cultural factors in rural areas which sometimes relegate women's role in the communities' decision making activities.

R089 Gender by R068 Community participation now							
R089	Row Pct	R068					Row Total
		Very lit tle 1	Little 2	Some 3	High 4	Very hig h 5	
Male	1	23.4	7.4	21.9	42.3	5.0	822 84.0
Female	9	26.1	9.6	28.0	28.0	8.3	157 16.0
Column		233	76	224	392	54	979
Total		23.8	7.8	22.9	40.0	5.5	100.0
Number of Missing Observations: 29							
Table 5							

Table 5

While in the communities' activities female respondents seem to have a more passive approach than male, there was a clear superiority in the proportion of the women who did

R089 Gender by R078 Have you voted last elections ?							
		R078					
R089	Row Pct	Minor	Undocume nted	Security issue	Not inte rested	Did vote On duty	Row Total
		1	2	3	4	5	6
Male	1	2.4	5.9	1.8	8.8	68.5	11.6
Female	9	7.6	4.7		5.9	78.8	2.9
Column		41	56	15	82	694	988
Total		4.1	5.7	1.5	8.3	70.2	10.1
		988					
		100.0					
Number of Missing Observations: 20							

Table 6

Table 6

vote in the last elections, in relation to male respondents.

Table 6 also shows higher interest rates and none female respondent considered that security issues inhibited them from exercising their civic rights.

Nonetheless, women might not be completely happy with the

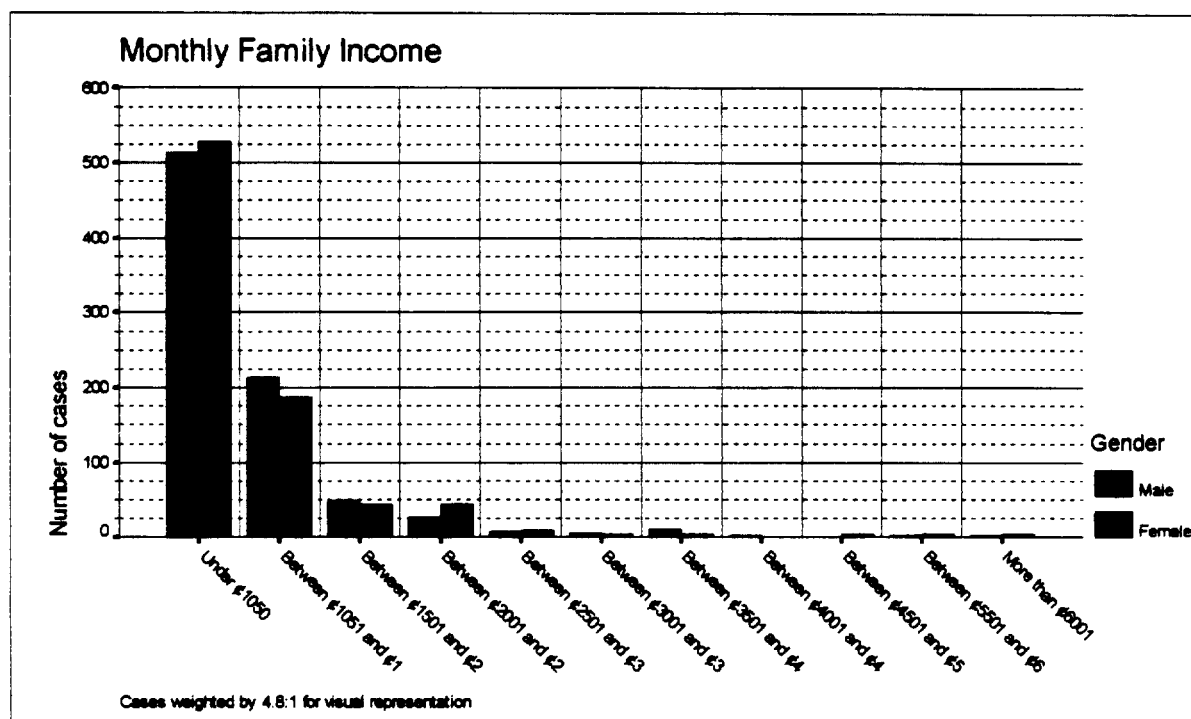
immediate results of voting. According to table 7, less women are planning to vote in the forthcoming elections than the ones than actually voted on the last ones (78.8 percent did vote and 76.4 percent are planning to do it). For male respondents the increase in voting interest is significant, from 68.5 percent who did vote to 82.7 percent who are planning to vote in the next elections.

R089 Gender by R079 Will you vote in the next elections ?								
R089	Row Pct	R079						
		N/A	Minor	Undocume nted	Security issue	Not inte rested	Will vot e	Row Total
		0	1	2	3	4	5	
Male	1	2.8		.1	2.9	11.5	82.7	834
Female	9	5.7	1.1		4.0	12.6	76.4	174
Column		33	2	1	31	118	623	1008
Total		3.3	.2	.1	3.1	11.7	61.6	100.0
Number of Missing Observations: 0								

Table 7

(4) Economic factors

As mentioned before, female respondents have expressed a higher performance than male in self-employment and non-traditional productive activities. The following chart shows the monthly family income reported by male and females respondents, where women cases has been weighted by a factor of 4.8:1 to allow easier comparisons. Women seem to be more evenly distributed in the ₦1500 - ₦2500 range, probably as a result of their self-employment preference and their higher unemployment rates. (See table 2)



Opinions about economic improvements in the respondents' communities since the implementation of Peace Accords is roughly homogeneous across gender (table 8), with a slight increase for women who considered that their communities are economically in better

R089 Gender by R073 Has your community improved since peace								
		R073						
Row Pct		N/A	Much wor st	Worst	Equal	Better	Much bet ter	Row
		0	1	2	3	4	5	Total
R089								
Male	1	5.5	1.7	15.1	24.2	47.1	6.4	834 32.7
Female	9	5.7	2.9	13.8	21.8	52.3	3.4	174 17.3
Column		56	19	150	240	494	59	10
Total		5.6	1.9	14.9	23.8	48.0	5.9	106
Number of Missing Observations: 0								

Table 8

Table 8

shape now than in war time, compensated by another slightly higher number of male respondents who considered their communities to be much better now.

In relation to personal economic improvement, women seem to be fairly happier than male. As shown in table 9, female respondents report 62 percent who considered their personal economic situation to be better or much better since the peace, a surprising result considering their high unemployment rate.

R089 Gender by R075 What about yourself ?

R089	Row Pct	R075						Row Total
		N/A	Much worst	Worst	Equal	Better	Much better	
		0	1	2	3	4	5	
Male	1	.1	3.5	18.3	24.8	44.6	8.6	834 82.7
Female	9		4.6	17.2	16.1	56.3	5.7	174 17.3
Column		1	37	183	235	470	82	1008
Total		.1	3.7	18.2	23.3	46.6	8.1	100.0

Number of Missing Observations: 0

Table 9

While women seem to be happier about their economic situation than men, both are roughly equally optimistic about their economic future. Table 10 shows an even gender distribution for the economic perspectives for next year.

R089 Gender by R076 How do you think you will be next year ?

R089	Row Pct	R076						Row Total
		N/A	Much worst	Worst	Equal	Better	Much better	
		0	1	2	3	4	5	
Male	1	21.1	2.3	7.4	12.8	33.5	22.9	834 82.7
Female	9	25.3	1.1	5.2	14.9	32.8	20.7	174 17.3
Column		220	21	71	133	336	227	1008
Total		21.8	2.1	7.0	13.2	33.3	22.5	100.0

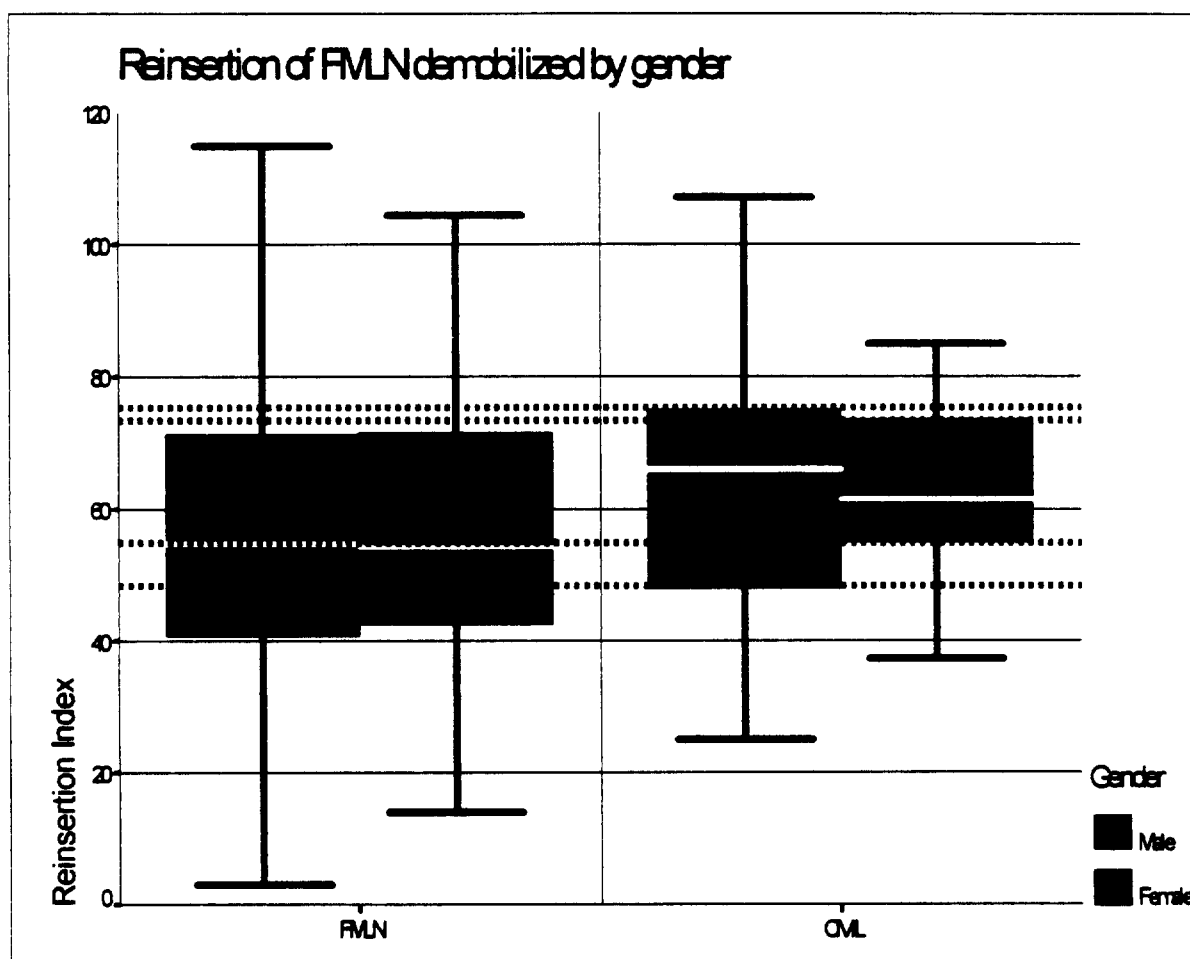
Number of Missing Observations: 0

Table 10

(5) Reinsertion

Note: Reinsertion analysis by gender was limited to FMLN demobilized because this is the only target group who presented a female representation significant enough.

FMLN demobilized women had more problems for reinsertion than their male counterparts. As shown in the following chart, the civilian women averaged a reinsertion index lower than civilian male, but simultaneously they are more concentrated around this median. This results for more constrained ranges for reinsertion target situations and therefore, demobilized women's median for reinsertion index is close to the lower limit of "reinserted" cases. Nonetheless, their median is closer to the median of their civilian counterparts than in the male ex-combatant case, indicating a harder but more complete reinsertion.



These differences could be related to the access to reintegration programming benefits. As shown in table 11, almost half of the female respondents had not accessed any reintegration benefit and over a quarter have received only one benefit. This could be the most



significant factor for a more difficult reinsertion process, but also a process with far less dependence on external support than the one for their male counterparts.

R089 Gender by Number of benefits								
Row	Pct	BENEFITS						Row Total
		No benef its	One bene fit	Two bene fits	Three be nefits	Four ben efits	More tha n 5 ben.	
		0	1	2	3	4	5	
R089								
Male	1	12.2	22.5	24.5	12.9	11.0	16.8	834 82.7
Female	9	42.5	25.9	12.1	9.2	5.7	4.6	174 17.3
Column		176	233	225	124	102	148	1008
Total		17.5	23.1	22.3	12.3	10.1	14.7	100.0
Number of Missing Observations: 0								
Table 11								

Table 11

Those women having accessed reinsertion programs were mostly benefited by scholarships (48 percent), training (40 percent), household effects (33 percent) and agriculture toolkits (28 percent). Table 12 details female respondents' access to different reinsertion benefits.

Group BENEFITS (Value tabulated = 1)				
Dichotomy label	Name	Count	Pct of Responses	Pct of Cases
Ag. toolkits	B053	28	12.7	28.0
Household effects	C053	33	15.0	33.0
Food supplies	D053	4	1.8	4.0
Transportation	E053	1	.5	1.0
Severance payment	G053	16	7.3	16.0
Counseling	H053	2	.9	2.0
Training	I053	40	18.2	40.0
Scholarship	J053	48	21.8	48.0
Microenterprise credit	K053	5	2.3	5.0
Land / Land credit	L053	9	4.1	9.0
Agric. credit	M053	15	6.8	15.0
Materials / housing	N053	2	.9	2.0
Tech. assistance	O053	1	.5	1.0
Number of other benefits	Z053	16	7.3	16.0
Total responses		220	100.0	220.0
74 missing cases; 100 valid cases				

Table 12

12. Evaluation Instruments

a) Beneficiaries census form

CREATIVE ASSOCIATES INTERNATIONAL INC. EVALUACION DE IMPACTO: REINSERCIÓN DE EX-COMBATIENTES EN EL SALVADOR FORMULARIO DE ENTREVISTA A EX-COMBATIENTES	
Sección Validación de Entrevistado (Debe tener al menos una respuesta afirmativa)	
01 ¿Ha participado activamente en algún momento del enfrentamiento armado en El Salvador ?	<input type="checkbox"/> - No <input type="checkbox"/> - Si
02 ¿Se encontraba armado (en servicio) a la fecha de firma de los Acuerdos de Paz ?	<input type="checkbox"/> - No <input type="checkbox"/> - Si
03 ¿Ha sido desmovilizado como parte del cumplimiento de los Acuerdos de Paz ?	<input type="checkbox"/> - No <input type="checkbox"/> - Si
04 ¿Forma parte o ha formado parte de la PNC en algún momento ?	<input type="checkbox"/> - No <input type="checkbox"/> - Si
05 ¿Se considera Ud. como un afectado en forma especial y directa por el conflicto armado ?	<input type="checkbox"/> - No <input type="checkbox"/> - Si
Explique	
Sección Acceso a Programas y Beneficios para Desmovilizados (Solo para los que contestaron afirmativamente 02 o 03)	
Sub-sección Paquetes de herramientas y Enseres básicos	
06 ¿Ha recibido aperos agrícolas ?	<input type="checkbox"/> - No <input type="checkbox"/> - Si ¿Cuándo? <input type="text"/> - <input type="text"/> (Mes - Año)
07 ¿Cuántos artículos tiene todavía ?	<input type="text"/> (Utilizar código según guía de entrevista)
08 ¿Cuántos artíc. utiliza habitualmente ?	<input type="text"/> (Utilizar código según guía de entrevista)
09 ¿Cual es/fue su uso principal ?	<input type="checkbox"/> - Tareas agrícolas <input type="checkbox"/> - Construcción <input type="checkbox"/> - Uso general <input type="checkbox"/> - No los usa
10 ¿Qué le parecieron al recibirlos ?	<input type="checkbox"/> (0-NS/NR 1-Muy mal 2-Mal 3-Adecuados 4-Bien 5-Muy bien)
11 ¿Cree que han facilitado sus tareas ?	<input type="checkbox"/> (0-NS/NR 1-Muy poco 2-Poco 3-Algo 4-Bastante 5-Mucho)
12 ¿Ha comprado herram. adicionales ?	<input type="checkbox"/> (0-NS/NR 1-Muy poco 2-Poco 3-Algo 4-Bastante 5-Mucho)
13 ¿Ha recibido enseres básicos ?	<input type="checkbox"/> - No <input type="checkbox"/> - Si ¿Cuándo? <input type="text"/> - <input type="text"/> (Mes - Año)
14 ¿Cuál ha sido su uso principal ?	<input type="checkbox"/> - Personal <input type="checkbox"/> - Familia directa <input type="checkbox"/> - Familia extendida (Numerar 3, 2, 1 en orden de importancia) <input type="checkbox"/> - Venderlos <input type="checkbox"/> - Regalos <input type="checkbox"/> - Otros
15 ¿Qué le parecieron al recibirlos ?	<input type="checkbox"/> (0-NS/NR 1-Muy mal 2-Mal 3-Adecuados 4-Bien 5-Muy bien)
16 ¿Cómo le parecen hoy ?	<input type="checkbox"/> (0-NS/NR 1-Muy mal 2-Mal 3-Adecuados 4-Bien 5-Muy bien)
17 ¿Cree que le han sido útiles ?	<input type="checkbox"/> (0-NS/NR 1-Muy poco 2-Poco 3-Algo 4-Bastante 5-Mucho)
18 ¿Cree que hubiera sido mejor dar otro tipo de artículos diferentes ? <input type="checkbox"/> - No <input type="checkbox"/> - Si ¿Cuáles ? Explique	
19 ¿Ha recibido algún otro tipo de apoyo antes de (o en el momento de) la desmovilización ? <input type="checkbox"/> - No <input type="checkbox"/> - Si ¿Cuál ? Explique	

Sub-sección Indemnizaciones			
20 ¿A quiénes considera que se debería pagar indemnizaciones ? (Marcar todos los indicados)	<input type="checkbox"/> - Ex-FAES <input type="checkbox"/> - Ex-PN <input type="checkbox"/> - Ex-FMLN	<input type="checkbox"/> - Ex-CUSEP <input type="checkbox"/> - Lisiados combatientes <input type="checkbox"/> - Víctimas de guerra	<input type="checkbox"/> - Huérfanos <input type="checkbox"/> - Nadie <input type="checkbox"/> - Otros
21 ¿Ha recibido Ud. una indemnización ?	<input type="checkbox"/> (0-NS/NR 1-No aplica 2-No sabe como 3-No le ha solic. 4-Esté pend. 5-Le ha recibido)		
22 ¿Que pensaba hacer con el dinero antes de recibirlo ? (Numerar 3, 2, 1 en orden de importancia)	<input type="checkbox"/> - Pagar deudas <input type="checkbox"/> - Invertir en microempresa o producción <input type="checkbox"/> - No tenía planes específicos / No sabía	<input type="checkbox"/> - Cubrir necesidades básicas <input type="checkbox"/> - Ahorrar por las dudas <input type="checkbox"/> - Otro	
23 ¿Para que lo usó en realidad ? (Numerar 3, 2, 1 en orden de importancia)	<input type="checkbox"/> - Pagar deudas <input type="checkbox"/> - Invertir en microempresa o producción <input type="checkbox"/> - No está muy seguro / no define	<input type="checkbox"/> - Cubrir necesidades básicas <input type="checkbox"/> - Ahorrar por las dudas <input type="checkbox"/> - Otro	
24 Seleccione las principales razones por las que debe ser/ha sido indemnizado. (Numerar 3, 2, 1 en orden de importancia)	<input type="checkbox"/> - Por haber sido combatiente <input type="checkbox"/> - Porque así lo dicen los acuerdos <input type="checkbox"/> - No está muy seguro / no define	<input type="checkbox"/> - Por perder mi empleo/actividad <input type="checkbox"/> - Para pasarla hasta conseguir otra cosa <input type="checkbox"/> - Otra	
25 ¿Creía que el pago era una solución ?	<input type="checkbox"/> (0-NS/NR 1-Muy poco 2-Poco 3-Algo 4-Bastante 5-Mucho)		
26 ¿Cree ahora que fue solución ?	<input type="checkbox"/> (0-NS/NR 1-Muy poco 2-Poco 3-Algo 4-Bastante 5-Mucho)		
27 ¿Si tuviese que elegir solo uno, preferiría la indemnización o el resto de los beneficios como capacit., crédito, etc. ? ¿Por qué ? Explique	<input type="checkbox"/> - Indem. <input type="checkbox"/> - PRN		
.....			
Sub-sección Consejería Vocacional			
28 ¿Ha recibido orientación vocacional ?	<input type="checkbox"/> - No <input type="checkbox"/> - Si	¿Cuándo? <input type="text"/> - <input type="text"/>	(Mes - Año)
29 ¿Le han explicado sus benef. PRN ?	<input type="checkbox"/> - No <input type="checkbox"/> - Si	¿Cuándo? <input type="text"/> - <input type="text"/>	(Mes - Año)
30 ¿Quién se los ha explicado ?	<input type="checkbox"/> - El Gobierno <input type="checkbox"/> - CREA	<input type="checkbox"/> - El FMLN <input type="checkbox"/> - Sus compañeros	<input type="checkbox"/> - La Fuerza Armada <input type="checkbox"/> - Otros
31 ¿Fue esa explicación correcta ?	<input type="checkbox"/> (0-NS/NR 1-Muy poco 2-Poco 3-Algo 4-Bastante 5-Mucho)		
32 ¿Fue esa explicación útil ?	<input type="checkbox"/> (0-NS/NR 1-Muy poco 2-Poco 3-Algo 4-Bastante 5-Mucho)		
33 ¿Coinciden los beneficios elegidos con los recibidos ?	<input type="checkbox"/> (0-NS/NR 1-Muy poco 2-Poco 3-Algo 4-Bastante 5-Mucho)		
34 ¿Que creía de las explicaciones u orientación voc. antes de recibirla ?	<input type="checkbox"/> (0-NS/NR 1-Es perder tiempo 2-No ayuda 3-Ayuda algo 4-Es bueno 5-Es muy bueno)		
35 ¿Que opina ahora ?	<input type="checkbox"/> (0-NS/NR 1-Es perder tiempo 2-No ayuda 3-Ayuda algo 4-Es bueno 5-Es muy bueno)		
36 ¿Cree que sus expectativas para la vida civil cambiaron durante la orientación vocacional o explicación del PRN ? ¿Por qué ? Explique	<input type="checkbox"/> - No <input type="checkbox"/> - Si		
.....			

Creative Associates International Inc.

58 ¿Cree que han sido adecuadas ?	<input type="checkbox"/>	(0-NS/NR 1-Muy pocas 2-Pocas 3-Justas 4-Buenas 5-Muy buenas)
59 ¿Hasta cuando deberían continuar ?	<input type="checkbox"/> - Solo para la desmovilización <input type="checkbox"/> - Deben terminar pronto <input type="checkbox"/> - D.T. cuando hay otras oportunidades <input type="checkbox"/> - D.T. cuando todos han recibido beneficios	<input type="checkbox"/> - Ya debieron haber terminado <input type="checkbox"/> - D.T. cuando hay paz y seguridad <input type="checkbox"/> - D.T. cuando se cumplan los acuerdos <input type="checkbox"/> - Continuar siempre que haya ex-comb.
60 ¿Quién cree que es el más responsable de dar estos beneficios ? ¿Por qué ? Explique	<input type="checkbox"/> - El Gobierno <input type="checkbox"/> - El FMLN	<input type="checkbox"/> - La ayuda extranjera <input type="checkbox"/> - Todos los Salvadoreños <input type="checkbox"/> - La Fuerza Armada <input type="checkbox"/> - Otros
<p>.....</p> <p>.....</p>		
61 ¿Cree Ud. que estos programas lo han ayudado en su reinserción ?	<input type="checkbox"/>	(0-NS/NR 1-Muy poco 2-Poco 3-Algo 4-Bastante 5-Mucho)
62 ¿Cuáles programas considera los más útiles en su reinserción ? (Numerar 3, 2, 1 en orden de importancia)	<input type="checkbox"/> - Documentos civiles <input type="checkbox"/> - Canasta de alimentos <input type="checkbox"/> - Indemnización/pensión <input type="checkbox"/> - Beca estudios <input type="checkbox"/> - Crédito Agrícola	<input type="checkbox"/> - Aperos Agrícolas <input type="checkbox"/> - Apoyo de transporte <input type="checkbox"/> - Consejería/Or. Vocac. <input type="checkbox"/> - Crédito microempr. <input type="checkbox"/> - Mat. construcción
		<input type="checkbox"/> - Enseres Básicos <input type="checkbox"/> - Asist. médica espec. <input type="checkbox"/> - Capacitación <input type="checkbox"/> - Tierra / Crédito tierra <input type="checkbox"/> - Asistencia técnica
63 ¿Elegió Ud. mismo los programas ?	<input type="checkbox"/>	(0-NS/NR 1-Muy poco 2-Poco 3-Algo 4-Bastante 5-Mucho)
64 ¿Cree que hoy está mejor preparado para decidir sobre su futuro que hace un año ? ¿Por qué ? Explique		<input type="checkbox"/> - No <input type="checkbox"/> - Si
<p>.....</p> <p>.....</p>		
65 ¿Diría Ud. que se ha reinsertado ?	<input type="checkbox"/>	(0-NS/NR 1-Muy poco 2-Poco 3-Algo 4-Bastante 5-Mucho)
66 ¿Que recomendaría a otros ex-comb. para que ellos se reinserten ? (Numerar 3, 2, 1 en orden de importancia)	<input type="checkbox"/> - Gestionar indemnización <input type="checkbox"/> - Buscar trabajo <input type="checkbox"/> - Demandar sus derechos <input type="checkbox"/> - Formar familia	<input type="checkbox"/> - Gestionar crédito <input type="checkbox"/> - Capacitarse <input type="checkbox"/> - Organizarse en grupos <input type="checkbox"/> - Otros
		<input type="checkbox"/> - Iniciar microempresas <input type="checkbox"/> - Trabajar la tierra <input type="checkbox"/> - Emigrar del país <input type="checkbox"/> - NS/NR
<p>Sección Opinión y Perspectiva Social (Utilizar con todos los entrevistados.)</p>		
67 ¿Participaba en las actividades de su comunidad antes/durante el conflicto ?	<input type="checkbox"/>	(0-NS/NR 1-Nunca 2-Casi nunca 3-A veces 4-Bastante 5-Todo el tiempo)
68 ¿Participa ahora ?	<input type="checkbox"/>	(0-NS/NR 1-Nunca 2-Casi nunca 3-A veces 4-Bastante 5-Todo el tiempo)
69 ¿Cree que su partic. es hoy mayor ?	<input type="checkbox"/>	(0-NS/NR 1-Mucha menos 2-Menos 3-Igual 4-Más 5-Mucha más)
70 ¿Quiénes son sus mejores amigos ? ¿Cómo los conoció ?	<input type="checkbox"/> - 3 en la guerra <input type="checkbox"/> - 2 en la guerra <input type="checkbox"/> - 1 en la guerra <input type="checkbox"/> - Ninguno en la guerra	<p>(Pida que nombre tres. No es necesario que anote los nombres)</p>
71 ¿Practica algún deporte en su comun.?	<input type="checkbox"/>	(0-NS/NR 1-Nunca 2-Casi nunca 3-A veces 4-Bastante 5-Todo el tiempo)
72 ¿Lo hacía antes de la guerra ?	<input type="checkbox"/>	(0-NS/NR 1-Nunca 2-Casi nunca 3-A veces 4-Bastante 5-Todo el tiempo)

73 ¿Cree que su comunidad se encuentra económicamente mejor hoy que durante la guerra? ¿Cuánto?	<input type="checkbox"/> (0-NS/NR 1-Mucho peor 2-Un poco peor 3-Casi igual 4-Un poco mejor 5-Mucho mejor)	
74 ¿Qué acerca de su familia?	<input type="checkbox"/> (0-NS/NR 1-Mucho peor 2-Un poco peor 3-Casi igual 4-Un poco mejor 5-Mucho mejor)	
75 ¿Y Ud. personalmente?	<input type="checkbox"/> (0-NS/NR 1-Mucho peor 2-Un poco peor 3-Casi igual 4-Un poco mejor 5-Mucho mejor)	
76 ¿Cómo cree que estará el prox. año?	<input type="checkbox"/> (0-NS/NR 1-Mucho peor 2-Un poco peor 3-Casi igual 4-Un poco mejor 5-Mucho mejor)	
77 ¿Ha votado antes/durante la guerra?	<input type="checkbox"/> (0-NS/NR 1-Menor 2-Sin docum. 3-Poca seguridad 4-Desinterés 5-Pudo votar 6-En serv.)	
78 ¿Votó en las últimas elecciones?	<input type="checkbox"/> (0-NS/NR 1-Menor 2-Sin docum. 3-Poca seguridad 4-Desinterés 5-Pudo votar 6-En serv.)	
79 ¿Le interesa votar en las próximas?	<input type="checkbox"/> (0-NS/NR 1-Menor 2-Sin docum. 3-Poca seguridad 4-Desinterés 5-Pudo votar 6-En serv.)	
80 ¿Siente que su seguridad personal es mejor hoy que durante la guerra?	<input type="checkbox"/> (0-NS/NR 1-Mucho peor 2-Un poco peor 3-Casi igual 4-Un poco mejor 5-Mucho mejor)	
81 ¿Y qué antes de la guerra?	<input type="checkbox"/> (0-NS/NR 1-Mucho peor 2-Un poco peor 3-Casi igual 4-Un poco mejor 5-Mucho mejor)	
82 ¿Conoce o forma parte de alguna asociación de ex-combatientes? ¿Cuales?	<input type="checkbox"/> - No <input type="checkbox"/> - Si <div style="display: flex; justify-content: space-around;"> <div> <p>Conoce</p> <p>1 - <input type="checkbox"/></p> <p>2 - <input type="checkbox"/></p> <p>3 - <input type="checkbox"/></p> <p>4 - <input type="checkbox"/></p> <p>5 - <input type="checkbox"/></p> </div> <div> <p>Forma parte</p> <p><input type="checkbox"/> - No <input type="checkbox"/> - Si</p> <p><input type="checkbox"/> - No <input type="checkbox"/> - Si</p> <p><input type="checkbox"/> - No <input type="checkbox"/> - Si</p> <p><input type="checkbox"/> - No <input type="checkbox"/> - Si</p> <p><input type="checkbox"/> - No <input type="checkbox"/> - Si</p> </div> </div>	
83 ¿Conoce o forma parte de alguna asoc. o grupo de su comunidad? ¿Cuales?	<input type="checkbox"/> - No <input type="checkbox"/> - Si <div style="display: flex; justify-content: space-around;"> <div> <p>Conoce</p> <p>1 - <input type="checkbox"/></p> <p>2 - <input type="checkbox"/></p> <p>3 - <input type="checkbox"/></p> <p>4 - <input type="checkbox"/></p> <p>5 - <input type="checkbox"/></p> </div> <div> <p>Forma parte</p> <p><input type="checkbox"/> - No <input type="checkbox"/> - Si</p> <p><input type="checkbox"/> - No <input type="checkbox"/> - Si</p> <p><input type="checkbox"/> - No <input type="checkbox"/> - Si</p> <p><input type="checkbox"/> - No <input type="checkbox"/> - Si</p> <p><input type="checkbox"/> - No <input type="checkbox"/> - Si</p> </div> </div>	
84 Si fuese presidente por un día, ¿Cuáles serían sus prioridades? (Numerar 5, 4, 3, 2, 1 en orden de importancia)	<div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"> <input type="checkbox"/> - Mejorar la educación <input type="checkbox"/> - Disminuir la delincuencia <input type="checkbox"/> - Mejorar situac. vivienda <input type="checkbox"/> - Solución a la tierra </div> <div style="width: 33%;"> <input type="checkbox"/> - Reforzar la PNC <input type="checkbox"/> - Mejorar costo de vida <input type="checkbox"/> - Mejorar la salud <input type="checkbox"/> - Programas para desmov. </div> <div style="width: 33%;"> <input type="checkbox"/> - Disminuir el desempleo <input type="checkbox"/> - Reconciliación nacional <input type="checkbox"/> - Aumentar ayuda ext. <input type="checkbox"/> - Otros <input type="checkbox"/> - NS/NR </div> </div>	
85 ¿Quiénes cree que han ganado más con el fin de la guerra? (Numerar 5, 4, 3, 2, 1 en orden de importancia)	<div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"> <input type="checkbox"/> - El FMLN <input type="checkbox"/> - La Fuerza Armada <input type="checkbox"/> - Todos los Salvadoreños <input type="checkbox"/> - Las Naciones Unidas </div> <div style="width: 33%;"> <input type="checkbox"/> - El Gobierno <input type="checkbox"/> - La PNC <input type="checkbox"/> - Los desarmatizados <input type="checkbox"/> - Nadie </div> <div style="width: 33%;"> <input type="checkbox"/> - Los civiles <input type="checkbox"/> - Los políticos <input type="checkbox"/> - Los países amigos <input type="checkbox"/> - Otros <input type="checkbox"/> - NS/NR </div> </div>	
86 ¿Que opina del trabajo de ONUSAL?	<input type="checkbox"/> (0-NS/NR 1-Muy malo 2-Malo 3-Regular 4-Bueno 5-Muy bueno)	
87 ¿Que opina del apoyo internacional?	<input type="checkbox"/> (0-NS/NR 1-Muy malo 2-Malo 3-Regular 4-Bueno 5-Muy bueno)	
88 ¿Quiénes cree que han apoyado más a El Salvador para conseguir la paz?	<div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"> <input type="checkbox"/> - ONUSAL/ONU <input type="checkbox"/> - Países Nórdicos <input type="checkbox"/> - Recursos propios </div> <div style="width: 33%;"> <input type="checkbox"/> - EEUU <input checked="" type="checkbox"/> - FMI / Banco Mundial <input type="checkbox"/> - Nadie </div> <div style="width: 33%;"> <input type="checkbox"/> - Comunidad Europea <input type="checkbox"/> - BID / BCIE <input type="checkbox"/> - NS/NR </div> </div>	



Sección Demográfica		(Utilizar con todos los entrevistados)	
89 Sexo	<input type="checkbox"/> - Masculino <input type="checkbox"/> - Femenino		
90 Edad	<input type="text"/> Años cumplidos <input type="text"/> - <input type="text"/> - <input type="text"/> Nacimiento		
91 Zona de Residencia	<input type="checkbox"/> - Cantonal <input type="checkbox"/> - Rural <input type="checkbox"/> - Urbana <input type="checkbox"/> - Metropolitana		
92 Escolaridad	<input type="text"/> (Último grado aprobado) <input type="checkbox"/> - Lee fluido <input type="checkbox"/> - Escribe correctamente		
93 Número de dependientes económicos	<input type="text"/> (Personas cuyo sustento económico depende exclusivamente del entrevistado)		
94 Ocupación antes del conflicto	<input type="checkbox"/> - Desocupado <input type="checkbox"/> - Empleado <input type="checkbox"/> - Estudiante <input type="checkbox"/> - FFAA / PN <input type="checkbox"/> - Agropecuaria <input type="checkbox"/> - Autoempleo <input type="checkbox"/> - Otro <input type="checkbox"/> - NS/NR		
95 Ocupación actual	<input type="checkbox"/> - Desocupado <input type="checkbox"/> - Empleado <input type="checkbox"/> - Estudiante <input type="checkbox"/> - FFAA / PNC <input type="checkbox"/> - Agropecuaria <input type="checkbox"/> - Autoempleo <input type="checkbox"/> - Otro <input type="checkbox"/> - NS/NR		
96 ¿Cuál cree será su ocupación dentro de dos años?	<input type="checkbox"/> - Desocupado <input type="checkbox"/> - Empleado <input type="checkbox"/> - Estudiante <input type="checkbox"/> - FFAA / PNC <input type="checkbox"/> - Agropecuaria <input type="checkbox"/> - Autoempleo <input type="checkbox"/> - Otro <input type="checkbox"/> - NS/NR		
97 ¿Tiene esposa/o o compañera/o?	<input type="checkbox"/> - No <input type="checkbox"/> - Si		
98 ¿Tiene hijos que viven con Ud.?	<input type="checkbox"/> - No <input type="checkbox"/> - Si <input type="text"/> ¿Cuántos?		
99 Ingresos familiares mensuales	<input type="text"/> (Usar código según guía de entrevista)		
Sección de Identificación y Validación		(Utilizar con todos los entrevistados)	
100 Nombres Completos	<input type="text"/>		
101 Apellidos Completos	<input type="text"/>		
102 Grupo en el que prestó servicio	<input type="checkbox"/> - FMLN <input type="checkbox"/> - FAES <input type="checkbox"/> - PN <input type="checkbox"/> - CUSEP <input type="checkbox"/> - OTROS		
103 ¿Por cuánto tiempo?	<input type="text"/> (Número de años)		
104 ¿Ingresó voluntariamente?	<input type="checkbox"/> (0-NS/NR 1-Voluntario 2-Reclutado 3-Re-enganchado 4-Carrera 5-Eventual 6-Contratado)		
105 ¿Que grado/rango alcanzó?	<input type="text"/> (Usar código según guía de entrevista)		
106 ¿Posee carnet de demobilizado?	<input type="checkbox"/> - No <input type="checkbox"/> - Si <input type="text"/> Número		
107 ¿Aceptaría discutir sus resp. en grupo?	<input type="checkbox"/> - No <input type="checkbox"/> - Si <input type="checkbox"/> - Depende		
108 ¿Como podemos localizarlo de nuevo?	<input type="checkbox"/> - Teléfono <input type="checkbox"/> - Telegram. <input type="checkbox"/> - Correo <input type="checkbox"/> - Visita personal		
Detalle			
<input type="text"/>			
<input type="text"/>			
<input type="text"/>			
Información de Uso Interno		(Utilizar con todos los entrevistados)	
109 Fecha de Entrevista	<input type="text"/> - <input type="text"/> - <input type="text"/> (Día - Mes - Año)		
110 Sitio de Entrevista	<input type="text"/>		
111 Método de localización de muestra	<input type="checkbox"/> - Censo <input type="checkbox"/> - Directo <input type="checkbox"/> - Indir. <input type="checkbox"/> - Asociación/Agrupación		
112 Entrevistador	<input type="text"/> / <input type="text"/>		
113 ¿Caso de estudio para documentar?	<input type="checkbox"/> - No <input type="checkbox"/> - Si		
114 Digitado	<input type="text"/> - <input type="text"/> - <input type="text"/> REFERENCIA <input type="text"/>		

b) Institutions interview guidelines**Guidelines for conducting institutional interviews**

1. How was reinsertion conceived/defined?
2. How were benefits defined?
3. How was eligibility defined?
4. In some countries, reinsertion is conceived as part of a political peace process. In other countries, reinsertion programming has long-term development objectives. In your opinion, which was the case here in El Salvador?
5. What was the distribution of programming resources among the three groups (ESAF, FMLN, PN)?
6. What were the program implementation mechanisms?
7. Which programs were the most effective?
8. Which programs were the least effective?
9. What about the international community's involvement? What worked?
10. What didn't work?
11. Knowing what you know now, if you were designing reintegration benefits for ex-combatants in El Salvador, what would you do/like to see done the same?
12. What would you do/like to see done differently?
13. What if you were managing or implementing reintegration programming for ex-combatants? Knowing what you know now, what would you do/like to see done the same?
14. What would you do/like to see done differently?
15. Knowing what you know now, would you change the role of your institution?
16. If yes, how would you change it?

Guía para la conducción de entrevistas Institucionales

1. ¿Cómo fue la reinserción pensada/concebida?
2. ¿Cómo fueron definidos los beneficios?
3. ¿Cómo fue definida la elegibilidad de los beneficiarios?
4. En algunos países, la reinserción fue concebida como parte del proceso político de paz. En otros países el diseño de la reinserción tiene objetivos de desarrollo a largo plazo. En su opinión, ¿Cuál es el caso de El Salvador?
5. ¿Cuál fue la distribución de recursos económicos entre cada uno de los grupos desmovilizados? (FAES, FMLN y PN)
6. ¿Cuales fueron los mecanismos de implementación de los programas?
7. ¿Cuales programas fueron más efectivos?
8. ¿Cuales programas fueron menos efectivos?
9. Hablemos acerca del involucramiento de la Comunidad Internacional. ¿Qué funcionó mejor?
10. ¿Qué es lo que no funcionó?
11. Sabiendo lo que Ud. sabe ahora, si se le pidiese que diseñe beneficios de reintegración para ex-combatientes en El Salvador, ¿Qué es lo que haría o le gustaría ver hecho igual?
12. ¿Que le gustaría hacer o ver hecho diferente?
13. ¿Y qué acerca de tener que implementar o coordinar programas de reinserción? Sabiendo lo que Ud. sabe ahora, ¿Qué es lo que haría o le gustaría ver hecho igual?
14. ¿Qué es lo que le gustaría hacer o ver hecho diferente?
15. Sabiendo lo que Ud. sabe ahora, ¿Cambiaría o redefiniría las funciones de su Institución?
16. Si es sí, ¿Cómo lo cambiaría?



17. What would you leave the same?	17. ¿ Qué dejaría igual ?
18. Who do you see as the clients for your programs?	18. ¿ A quién/quienes considera los clientes de sus programas ?
19. What do you think is your clients' profile?	19. ¿ Cómo definiría el perfil de los clientes de sus programas ?
20. Supposing you were called upon to provide recommendations to another Central American country about post-war programming. What advice would you give?	20. Suponiendo que Ud. sea consultado acerca de recomendaciones para el diseño de programas de postguerra para otro país Centroamericano, ¿ Qué recomendaciones daría ?
21. What would you say about programming specifically for ex-combatants?	21. ¿ Qué diría específicamente acerca de programas para excombatientes ?
22. If you were asked to provide a rating on a scale of 1 to 5, 1 being not satisfied, 5 being very satisfied, how would you rate your level of satisfaction with the following ?	22. Si se le pidiese de proveer una graduación en una escala de 1 a 5, siendo 1 no satisfecho y 5 muy satisfecho, ¿ Cómo graduaría su nivel de satisfacción con respecto a lo siguiente ?
Design of reintegration programming :	Diseño de los programas de reintegración:
Management/Implementation:	Coordinación/Implementación:
Effectiveness of reintegration programming:	Efectividad de los programas de reintegración:
Thank you!	Gracias !.

c) *Focus Groups Guidelines*

(1) **Scholarship beneficiaries**

- Why is satisfaction with scholarships higher in regular forces than with the FMLN?
- Why were scholarships perceived as the most attractive a reintegration option? Is economic and occupational stability over a fair period a must for reintegration?
- What does reintegration mean in term of programming, specifically for scholarships?
- Being qualified to access a scholarship meant better possibilities to access available market opportunities (because of educational level, age, rank, etc.). If that's the case, why was there a much lower program rejection rate among potential scholarship beneficiaries than in other programs like training? Were the indirect benefits (allowances, stipends) too attractive?

- Should you have to redesign the scholarships program with reintegration goals in mind, what would you like to leave the same? What would you like to change?

(2) Civilian women affected by the conflict

- Why women are less optimistic than men in relation to the outcomes or immediate results brought by peace in the short term?
- Respondent women attributed less importance than men to the representation mechanisms of the civil society and the democratic system. Why does that perception exist?
- How do affected women perceives themselves in relation to affected men? Is there any difference? If so, is it related to gender/cultural/social issues?
- Do women think that effectiveness of reintegration programs is a function of gender because of design limitations? Or do they think that access to available opportunities is more related to social gender limitations?
- What would women like to have seen different in the Salvadoran peace process and what would they have liked to see the same?

(3) War wounded / disabled

- Rehabilitation and specialized medical support seems to be the higher priority for donors and agencies for reinsertion of the disabled. Is that a correct assumption or are social and economic issues equally important?
- Why were the disabled the very first group to set aside differences in ideology and to start working together towards common goals?
- Is there any difference for reintegration programming between an old, non war-related, physical disability and a more recent war-related one? Is socio-economic rehabilitation different for a war wounded than for a handicapped civilian?
- If you could design your own program, what priority order, time wise, would you give to the following? Physical rehabilitation/medical programs, mental health programs, pensions/VA programs, economic rehabilitation/training, resettlement/relocation programs.

**(4) Other FMLN and ESAF demobilized**

- How does reintegration happen? Is there a way to identify if another demobilized has reintegrated or at what point of the process he is in at a specific time?
- Is reintegration a quantifiable parameter? Can one person be “more” reintegrated than another?
- The census seems to show that the relationship between benefits (complementarity) and personal situation is more important than the number of benefits received. How does that work? What is the final goal of reintegration programming as a whole as opposed to for each program’s goals?
- The available information shows that demand-driven programs are more effective than supply-driven ones. If reintegration programming becomes a demand-driven activity, what happens to the perception of benefits vs. opportunities? How would that affect the pacification phase?

(5) Demobilized having received counseling

- How has counseling changed your expectations for the civilian life? What about the selection of reintegration benefits?
- Has counseling helped you in making better or easier decisions? How did it help?
- What other information or training would you think that should have to be included in counseling?
- Do you perceive the importance of the counseling mechanism related to the information available through it, or to the coordination for provision of demand-driven benefits?
- Did the psychological tests help you to identify your strengths or interests? Was your selection of benefits related to the results of the tests? Why?
- Should you have to redesign the counseling program with reintegration goals in mind, what would you like to leave the same? What would you like to change?

13. Cases

a) Jose Santos

Close to Ciudad Arce, in the occidental region of El Salvador, hundreds of small brick production businesses can be seen everywhere, with their owners quickly approaching trucks and pickups to offer their production before anyone else. Right in this informal and aggressive brick market, we found Jose Santos' house. Permanently located with his wife and two children in his childhood home, Jose Santos endures hard working days in one of the most competitive markets in El Salvador with a severe injury in his left leg as result of combat operations during his involvement in the armed conflict.

He served for over five years in the Atlacatl Infantry Immediate Reaction Battalion (BIRI) until wounded and transferred to the Cavalry Regiment, where was demobilized in October 1992. Immediately after demobilization and lacking options for productive activities, he decided to follow the steps of some friends and relatives and try to emigrate to San Francisco, in the United States. Using some available cash from his severance payment started the long trip through Guatemala, where we stayed a few months and was finally detained in the Mexican border by immigration authorities.

Deported to El Salvador and back in his town, other demobilized informed him about possibilities for training through registration in the military units. Slightly reluctant after his recent experience with Mexican authorities, Jose Santos returned to his military unit and registered for training in tailoring. About April 1993 he started a training course with high hopes for starting a home-based microenterprise.

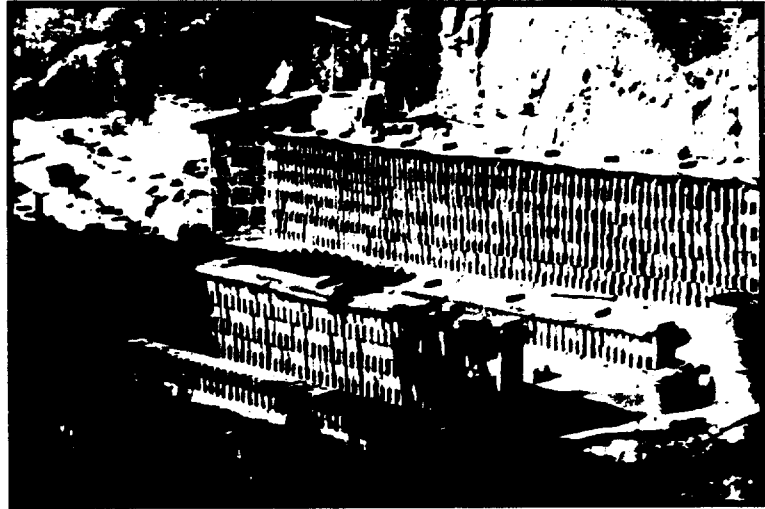
By the end of 1993, Jose Santos has graduated in his tailoring course and was entitled to a microenterprise credit for starting his business. Considering his family needs and short experience in sewing, he did not feel prepared enough to be successful on a new activity, specially with the responsibility for returning credit funds. Even while trained in a different specialty, Jose Santos proposed to the credit institution to start activities in a completely separate area, which he knew since his childhood. Brick making was the proposed option and even while highly competitive in his area, his previous knowledge of the activity, a prospective agreement for site exploitation and Jose's contacts with local producers, convinced the provider of the feasibility of his project.



Jose Santos in his brick production site

The productive project requested for about ¢ 15,000 to buy the exploitation rights from the land owner, the brick oven, molds, buckets, basic tools and consumables to immediately begin production. By March 1994 the funds were disbursed and the following month Jose Santos was commencing production activities.

Today, we found him with over 11,000 dried bricks ready for burning (see picture on the right). A depressed market for burned bricks (environmental protection measures had recently encouraged the use of pre-molded blocks) and the high cost of firewood brought from almost 50 miles away, have forced the local producers to stall oven activities before potential customers commit to buy significant brick quantities.



Partial view of dried bricks ready to burn

Nonetheless, Jose Santos is already halfway of recovering the initial investment and his actual stockpile is worth over ¢ 16,000 at existent market prices. He explains that lack of available labor is one of the main problems for production in the area. He has also contacted other demobilized working in the construction industry to promote the marketing of his bricks and holds high hopes for progress in his new activity.



Oven for burning bricks. The process takes over 24 hours of permanent attention.

b) Rosa Marina

Rosa Marina worked over 20 years for one of the demobilized forces performing a support function as communications switchboard operator. Mother of three young children and the only economic support for an elderly parent, Rosa confronted a very difficult economic situation by being forced to change jobs in the short term with no hope of being relocated to another government institution. Young enough for continued productive performance but a bit old to start in the highly competitive private sector employment market, Rosa was very concerned about her economic future.

Confused and saturated with rumors about the upcoming "demobilization", she attended two counseling sessions in August 1994, without much expectations for immediate solutions to her problem. Relocation in other institutions was not an alternative, a new employment as switchboard operator in the private sector had slim chances for her, and family obligations forced her to stay close to her home.

Through her vocational counseling sessions she found out about NRP programs for the demobilized and the idea of becoming self-employed started to germinate. She received information about program options, requirements and characteristics of each alternative. Vocational tests, group discussions and her knowledge of her neighborhood helped her to identify bread-making as a feasible economic alternative. She opted to register in the industrial and services benefits track because it offered access to vocational training, administrative training, microenterprise credit lines and technical assistance. Rosa was finally demobilized in December 1994 and immediately begun the process to receive her severance payments.

Four months after demobilization, her chosen training course began. Rosa attended four months of vocational training in bread-making supplemented by two months training in microenterprise management and administration. During this period she received a monthly economic support allowance (roughly equivalent to El Salvador minimum wage) to contribute to alleviate her economic obligations.

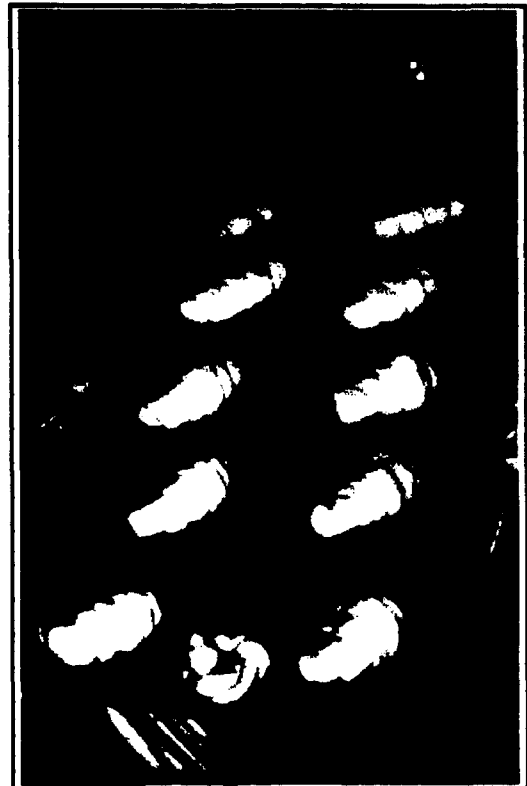
At the time, Rosa was ready to start her microenterprise but was still lacking the financial resources to initiate activities. Her project required a bread-making oven, baking pans, mixing bowls and raw materials. She came back to the program seeking help in formalizing her project.

Her efforts were rewarded with the much needed start-up funds by the end of October 1995, through the microenterprise credit program for the demobilized. The credit-providing institution awarded a ₡ 15,000 credit line for Rosa with low interest and "softer" conditions than the market standards. She invested ₡ 9,500 in the purchase of the oven and the rest of the capital in accessories and materials. Within a month of receiving the funds, Rosa was baking her first batch of traditional sweet bread.



Rosa (far left) attending to bread making training in San Martín town, close to her home and family in Ilopango. (April 1995)

In January 1996, we visited Rosa at her home, where her microenterprise is located. We found her kneading her product for the day. She's beginning to create a market for her bread, cookies and pastries in the neighborhood, and has taken steps to differentiate her product. Even with two other bread stores in the area, Rosa is careful to offer several different products not produced by "the competition". She started making three different types of bread and has been constantly expanding her offerings. She explained to us that making her activity known to potential customers required a lot of energy and perseverance, and selling her product house-by-house only marginally covers her production cost. Today, more and more customers come to her home looking for fresh baked bread and she has been able to slightly increase her profit margin. She makes different types of bread after lunch and markets her freshly baked product for the people returning home in the late afternoon. She explains that this approach to the market somewhat limits the number of potential customers, but virtually eliminates the competition from the two other bread stores.



Rosa's bread being readied for baking (January 1996)

Today, Rosa is very optimistic and truly believes to have started a new phase in her life full of opportunities. She has developed a new productive activity for supporting her family while spending most of her time at home, close to them. She is also planning to train her elder son so that she can have some family help when the number of her customers increases.



Rosa kneading her product for the day (January 1996)

In only two months she has been able to increase her production and today with returns of over ₡ 65 a day, working 30 days a month, she has managed to have a net income which almost doubles the El Salvador's minimum wage. She will soon start returning the loan she received for initiating her business and after that, she will expand to produce all the bread her market can absorb.

We leave Rosa working on her product and wish her all the success she deserves for her efforts and perseverance.

c) *Mauricio*

It was 1987 and an 18-year-old student had traveled from San Juan Opico, where he lived with his parents, to nearby Quezaltepeque for a routine medical consultation. The Salvadoran civil war was at its height and Mauricio was recruited for military service while away from home. He was transferred to an artillery battalion and after two years of mandatory service period, decided to enlist for an extended tour of duty. After five years, the Peace Accords were signed and an immediate cease-fire implemented.

In March 1992, Mauricio was demobilized and returned to his parents' house. His family, with a strong tradition for agriculture activities, incorporated him to the household occupations and land production. The alternative did not last much. In his own words, "after living the military life for years, you become lazy and lack the self-driving required for traditional agriculture production, so after several months I decided to stop working the land and look for something less tiring to do". He decided to get in touch with other ex-combatants and found out about the Government of El Salvador's commitment to provide benefits and programs for the demobilized.

The good news made him return to his military unit and register for a vocational training course. He always had interested in computers and word processing work, and in May 1993 was selected to initiate a computing training course close to San Salvador.

Mauricio attended to six months of technical and administrative training and after a successful graduation was entitled to receive a credit to start a small microenterprise. At the time, the idea of being self employed in computing sounded too close to his family traditional agriculture activities. The risk was too high and for the time being decided to postpone the microenterprise option and try first to find an employment. His efforts were rewarded with a secretary job in a start-up local law firm.



Mauricio's business located in San Juan Opico, adjacent to the marketplace.

After working for over five months, the law firm has grown enough to require the services of a professional secretary and Mauricio was again looking for a job. He gave the employment another try in a security services firm, leaving after only three months because of the low salary and lack of stability.

February 1995 was the time to try the self employment option and developed a project to initiate a copy shop. His experience working in the law firm showed him the need and feasibility for a copy service in his town. The credit was awarded in April 1995 for ¢ 18,000 of the requested ¢ 20,000. Mauricio invested ¢ 14,500 in equipment and the rest in renting the location for his business and supplies, and started advertising his location with signs and posters.



Mauricio in his copy shop.

The copy shop is strategically located between two law offices and just meters away from the San Juan Opico courts and Banco de Fomento Agropecuario, and while today is sharing space with an attorney, is currently in negotiations to move his shop to a new, more readily accessible place.

Married to a secretary at the San Juan Opico municipality and with a 1 year old child, Mauricio is today being able to slowly pay back his loan and with his wife help to support the family basic needs. He expects to expand his business soon with the inclusion of binding and laminating services.

We left Mauricio with over a hundred photocopies to make, wishing him luck on his expanding microenterprise.

d) *Ember*

<<include file "d:\current documents\impact evaluation\final docs (proof read)\ember.doc">>